Negotiated Working Conditions
In Alberta
Collective Agreements
1988

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Alberta
LABOUR
Planning And Research Branch

FOREWORD

I am pleased to provide the eighth edition of **Negotiated Working Conditions in Alberta Collective Agreements** which was first produced in 1978. Users of previous editions continue to express a high level of interest in working conditions as contained in the provisions of Alberta collective agreements. It is hoped that this publication will again help to meet this information need.

Since the 1984 edition, only agreements covering 100 or more employees have been included in this publication. The 1988 edition is based on 269 agreements covering 173,020 of all employees covered by collective agreements under Alberta Legislation.

The first section of the publication contains data on an industrial composite basis for all of the 269 agreements. The remaining sections give details on collective agreements from seven industry divisions: mining; manufacturing; construction; transportation, communications and utilities; trade; service; and public administration. Request for details based on more specific industries within the seven divisions may be directed to the Statistics and Information Unit, Planning and Research Branch (427-8531).

The prompt filing of collective agreements by employers and unions following negotiations makes the publication of more timely information possible.

The report was prepared by the Statistics and Information Unit of the Planning and Research Branch.

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Planning and Research Branch
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Alberta Labour

February 1988

TABLE OF CONTENTS

	Page
Foreword	iii
Table of Contents	v
Introduction	vi
Definitions	viii
Listing of Tables	xi
Index of Tables	xiv
Section	
I Industrial Composite	1
II Mining	79
III Manufacturing	117
IV Construction	173
V Transportation, Communication & Utilities	211
VI Trade	255
VII Service	295
VIII Public Administration	351
Appendix	
I Economic Regions (Map)	397
II List of Collective Agreements included in the Report by Industry	399

INTRODUCTION

Collective bargaining agreements provide a valuable source of information on the nature of working conditions and plant operations as well as job and union security in addition to many of the day to day aspects of employer-employee and union-management relationships. Also, they reflect the diversity of employment conditions among industries and companies, and the scope of the issues over which bargaining takes place. This report presents, in summary form, information on the frequency of occurrence of clauses in the selected Alberta agreements. It highlights trends, measures the prevalence and characteristics of particular provisions, and details the types and levels of non-wage benefits.

The data were obtained from the most current collective agreements on file with Alberta Labour on November 1, 1987 which cover 100 or more employees. The 269 agreements included in the study cover 173,020 employees or 66 per cent of the 262,607 employees covered by all 1,246 agreements.

In order to provide a breakdown of the information at the industry division level, the collective agreements are classified according to the Standard Industrial Classification Manual (Statistics Canada, 1970). Industry classification is based on the principal activity of the employers in Alberta. The following table indicates agreements and employees covered by the analysis as a proportion of the total by industry.

Agreements and Employees Covered in the 1988 Report
Compared to Total Number of Agreements on File

	Total Agreements on File		Agreements Included in Publication			
Industry	Number	Employees	Number	% of Total	Employees	% of Total
Mining	33	3,588	9	27.3	2,726	76.0
Manufacturing	333	22,873	75	22.5	14,673	64.2
Construction	149	51,745	26	17.5	21,216	41.0
Transp., Communication, Utilities	116	23,829	24	20.7	19,583	82.2
Trade	112	15,172	23	20.5	12,203	80.4
Service*	410**	98,384**	82	20.0	58,079	59.0
Public Administration*	93	47,016	30	32.3	44,540	94.7
Industrial Composite (Total of Above)	**1,246**	**262,607**	**269**	**21.6**	**173,020**	**65.9**

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* The Service Industry includes support staff, hospital and health care institution staff. Public Administration includes municipal, county, and provincial government employees. Transit, power plant, and telephone employees are included in the Transportation, Communications and Utilities Division.

** This number includes 107 teacher/academic staff association agreements covering 34,140 employees. Because of the unique nature of teacher collective agreements they are not included in the agreements analysed in this publication.

It should be noted that the employee counts given are based on information gathered at the beginning of the term of the agreements reported and may not be representative of actual employee counts now. In light of the dramatic changes in the Alberta economy in recent years it is likely that the given figures, at least in some industry sectors, are substantially changed.

The coding of collective agreement provisions for computer input requires subjective interpretation by analysts. To reduce the possibility of error, clarification was requested from the parties whenever it was required. The cooperation and assistance willingly and generously provided is much appreciated.

This publication is produced in a form which we believe provides a useful overview of the frequency and nature of negotiated working conditions in Alberta. Any inquiries regarding collective agreement information are welcome.

Further information or copies of this publication may be obtained by writing or phoning:

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DEFINITIONS

1. DISTRIBUTION BY ECONOMIC REGION AND CENSUS DIVISION

The economic regions used to indicate the geographical distribution of the collective agreements are those developed by Statistics Canada for its Labour Force Survey. Each economic region contains certain specified census divisions which have been developed by Statistics Canada for census taking purposes. Each village, town and city in Alberta is allotted a unique code so that collective agreements can be classified according to the geographical location of the bargaining unit involved. A map of Alberta showing the location of the various economic regions and census divisions is included in Appendix I.

2. DISTRIBUTION BY ECONOMIC REGION AND URBAN CENTRE

Urban centres are those towns or cities with a population of 5,000 people or more. Urban centres having collective agreements are listed by the economic regions in which they are located. Agreements covering bargaining units in locations with fewer than 5,000 people are included in the data under the heading REMAINDER.

3. TYPE OF BARGAINING UNIT COVERED

The following definitions were used in the analysis of collective agreements:

Non-Office Employees "Non-Office" refers to employees in the bargaining unit performing the following types of work: production of goods and services, driver-sales work, maintenance, retail sales, warehousing and related work, fire-fighting, security, operating trucks and equipment, construction.

Office Employees "Office" refers to employees engaged in the following types of work: office clerical and secretarial, technical, accounting, administration, drafting, data processing.

Professional Employees "Professional" refers to employees classified as nurses, engineers, chemists, newspaper editors and reporters, writers for stage, screen, radio and television, musicians and other performing artists.

4. UNION MEMBERSHIP REQUIREMENTS

The following definitions were used in the analysis of collective agreements;

Closed Shop All employees in the bargaining unit must be members of the union when hired and must remain members during employment.

Union Shop All employees in the bargaining unit must become members of the union within a specified period and must remain members during employment.

Modified Union Shop Same as "Union Shop", however, certain groups of employees are exempt. For example, employees hired before a certain date, those who were not members before the agreement took effect and those with religious objections.

Maintenance Of Membership requires only present and future members of the union to remain members for the duration of the agreement, or for some specified period of time. No one is required to join as a condition of continuous employment.

5. **STANDARD DAILY HOURS**
Standard daily hours refers to the daily hours in a normal work-day. If shift work is involved, it is the number of hours for day shift workers. If a compressed work week or flex time work schedule was in effect, the normal or standard hours were used for analysis.

6. **OVERTIME RATE ON SIXTH DAY**
This also refers to overtime rate on the first regularly scheduled day off in cases where a work week shorter or longer then a five-day week is in effect. The same concept holds true for "Overtime Rate on Seventh Day".

7. **PAID VACATION**
Many construction industry agreements do not specify paid time off for vacation but do provide for pay in lieu of vacation.

8. **PAID SICK LEAVE**
This table pertains to provisions in collective agreements which provide paid casual sick leave or paid short term illness leave not financed through the purchase of insurance. Clauses which provide for any type of paid sick leave plan that is financed through the purchase of insurance, paid either in whole or in part by the employer or the employee are found under Weekly Sickness and Accident Indemnity, Tables 142, 143 and 144.

9. **INJURY PAY PROVISIONS**
Injury pay provisions specify that employees injured on the job and unable to complete the shift will receive pay for the uncompleted portion of the shift.

10. **GRIEVANCE AND ARBITRATION PAY PROVISIONS**
These provisions specify that union representatives will be granted time off or will receive pay for time spent handling grievances and arbitrations.

11. **NEGOTIATION PAY PROVISIONS**
These provisions specify that union representatives will receive full or partial pay for time spent on agreement negotiations.

12. **ON-THE-JOB TRAINING PROVISIONS**
This table refers to provisions for learning a job at the work site during working hours in order to prepare present employees for advancement to higher grades. It also refers to provisions allowing non-bargaining unit employees to gain experience in production processes on a short-term basis. It does not refer to training programs for newly hired bargaining unit employees.

13. SEVERANCE PAY & LAY-OFF BENEFIT PLANS (OTHER THAN SUB)

Severance Pay Plans provide a money payment, in additions to regular wages or salary earned, to employees whose employment has been terminated. The payment may be made in a lump sum or installments. Severance Pay may also be referred to as termination pay, dismissal allowance, preparation benefit and discontinuous or displacement wage. Permanent termination with loss of seniority rights always results from implementation of these plans.

Lay-Off Benefit Plans provide payments to laid off employees where the lay-off is not permanent.

14. MAJOR MEDICAL OR COMPREHENSIVE BENEFIT PLANS

These plans ensure employees against heavy medical expenses resulting from prolonged or serious illness or injuries. Extended health care plans provided by Blue Cross are an example.

LISTING OF TABLES

(This format is the same for all eight sections in the book)

Table Number

Expiry Dates of Selected Agreements 1
Distribution by Economic Region and Census Division 2
Distribution by Economic Region and Urban Centre 3
Unions Representing Employees Covered by Agreements 4
Duration (of Agreements) 5
Size of Bargaining Units Covered 6
Type of Bargaining Unit Covered 7
Non-Discrimination Provisions 8
Managements Rights 9
Union Membership Requirements 10
Check-Off Payments 11
Union Dues Check-off 12
Probationary Period for Newly-Hired Employees 13
Type of Seniority Unit for Layoffs, Promotions, Transfers 14
Retention of Seniority or Recall Rights during Lay-off 15
Advance Notice of Lay-off 16
Pay in Lieu of Notice of Lay-off 17
Advance Notice of Termination 18
Job Posting 19
Role of Seniority in Promotions 20
Role of Seniority in Transfers 21
Role of Seniority in Lay-offs 22
Employee Grievance - Initial Presentation 23
Special Grievance Procedure - Discipline & Dismissal 24
Grievance Arbitration - Number of Arbitrators 25
Scheduled Work-Week (number of days) 26
Standard Daily Hours 27
Standard or Average Weekly Hours 28
Paid Meal Period Provisions 29
Compressed Work Week and Flex Time 30
Overtime Rate after Scheduled Daily Hours 31
Overtime Rate after Scheduled Weekly Hours 32
Overtime Rate for Saturday (not scheduled) 33
Overtime Rate for Sunday (not scheduled) 34
Overtime Rate on Sixth day (not scheduled) 35
Overtime Rate on Seventh Day (not scheduled) 36
Payment for or Supply of Meals 37
Right to Refuse Overtime 38
Premium Pay for Work on Scheduled Saturday 39
Premium Pay for Work on Scheduled Sunday 40
Second Shift Premiums 41
Third Shift Premiums 42
Split Shift Premiums 43
Premium Pay for Dirty Work 44
Premium Pay for Hazardous Work 45
Premium Pay for Abnormal Working Conditions 46
Stand-By on On-Call Adjustments 47
Reporting Pay Guarantees 48
Call-Back Pay Guarantees 49

LISTING OF TABLES (Continued)

	Table Number
Wage or Employment Guarantees	50
Pay on Temporary Transfers to Lower-Rated Jobs	51
Pay on Temporary Transfers to Higher-Rated Jobs	52
Paid Rest or Relief Periods	53
Paid Clean-up or Clothes Changing Time	54
Number of Paid Holidays	55
Year-End Holiday Provisions	56
Service Requirements for Holiday Pay	57
Work Requirements for Holiday Pay	58
Loss of Holiday Pay - Failure to Report for Scheduled Work	59
Pay for Holidays Falling on Saturday	60
Pay for Holidays Falling on Sunday	61
Compensation for Holidays Falling within Vacation Period	62
Compensation for Holidays Falling on Scheduled Days off	63
Compensation for Work on Paid Holidays	64
Length of Service for Two Weeks Paid Vacation	65
Length of Service for Three Weeks Paid Vacation	66
Length of Service for Four Weeks Paid Vacation	67
Length of Service for Five Weeks Paid Vacation	68
Length of Service for Six Weeks Paid Vacation	69
Maximum Paid Vacation	70
Pay in Lieu of Vacations	71
Paid Sick Leave (casual illness)	72
Service Requirements for Paid Sick Leave	73
Amount of Paid Sick Leave	74
Maximum Accumulation of Unused Sick Leave	75
Payment of Unused Sick Leave on Termination of Employment	76
Maximum Days of Unused Sick Leave Paid on Termination	77
Payment for Unused Sick Leave on Retirement	78
Maximum Days of Unused Sick Leave Paid on Retirement	79
Payment of Unused Sick Leave Paid for on Death	80
Maximum Days of Unused Sick Leave Paid for on Death	81
Injury Pay Provisions	82
Workers Compensation Pay Supplements	83
Maximum Period of Workers Compensation Pay Supplements	84
Paid Jury Duty Leave	85
Paid Bereavement Leave	86
Service Requirements for Maternity Leave	87
Length of Maternity Leave	88
Seniority Status During Maternity Leave	89
Maternity Leave	90
Leave of Absence for Full-Time Union Duties	91
Leave of Absence for Union Functions	92
Paid Leave of Absence for Personal Reasons	93
Leave of Absence for Educational Purposes	94
Grievance and Arbitration Pay Provisions	95
Negotiation Pay Provisions	96
Dangerous Work	97
Labour Management Safety Committees	98

LISTING OF TABLES (Continued)

Table Number

Safety Committee Pay Provisions 99
Labour-Management Committee 100
Allowances for Safety Shoes 101
Allowances for Safety Glasses 102
Supply of or Allowances for Work Clothing or Uniforms 103
Maintenance of Work Clothing 104
Allowance for Tools 105
Meal, Lodging and Per Diem Allowances on Travel Status 106
Travel Time Pay 107
Mileage Allowance for Use of Private Car 108
Apprenticeship Training Provisions 109
Apprenticeship Ratio 110
On-The-Job Training Provisions 111
Severance Pay & Lay-Off Benefit Plans (Other Than SUB) 112
Supplemental Unemployment Benefit (S.U.B.) Plans 113
Restrictions on Moonlighting 114
Restrictions on Work by Non-Bargaining Unit Employees 115
Restrictions on Contracting Out 116
Technological Change - Advance Notice 117
Technological Change - Consultation 118
Technological Change- Training Benefits 119
Technological Change - Attrition Arrangements 120
Technological Change - Income Protection 121
Technological Change - Joint Automation Committee 122
Technological Change - Relocation Allowances 123
Technological Change - Transfer Arrangements 124
Technological Change - Advance Notice of Lay-Off 125
Technological Change - Severance Pay 126
Technological Change - Arbitration 127
Advance Notice of Plant Closing or Relocation 128
Job Evaluation and Union Participation in Classification 129
Grievance of Job Classification or Re-Classification 130
Equal Pay for Work of Equal Value 131
Frequency of Cost-of-Living Adjustments 132
Amount of Cost-of-Living Adjustments 133
Attendance or Continuous Service Bonus 134
Employer Contribution to Basic Medical & Hospital Plans 135
Specialized Insurance Benefits 136
Major Medical or Comprehensive Benefit Plans 137
Employer Contributions to Life Insurance Plans 138
Amount of Benefits Provided in Life Insurance Plans 139
Employer Contributions to A.D. & D. Insurance 140
Amount of Benefits Provided in A.D. & D. Insurance 141
Employer Contributions to Weekly Sickness & Accident Indemnity ... 142
Amount of Weekly Sickness and Accident Indemnity 143
Maximum Duration of Weekly Sickness and Accident Indemnity 144
Long Term Disability Benefit Plans 145
Employer Contributions to Non-Specified Employee Benefits 146
Pension Plans 147

INDEX OF TABLES

(This index applies to each industry sector)

General Information

	Table
Expiry dates on Analysed Agreements	1
Distribution by Economic Region and Census Division	2
Distribution by Economic Region and Urban Centre	3
Unions Representing Employees Covered by the Agreements	4
Duration of Agreement	5
Size of Bargaining Units Covered	6
Type of Bargaining Unit Covered	7

Management Rights and Union Security

Management Rights	9
Union Membership Requirements	10
Check-Off Payments	11
Union Dues Check-Off	12
Restrictions on Contracting Out	116
Job Evaluation and Union Participation in Classification	129

Seniority

Probationary Period for Newly-Hired Employees	13
Type of Seniority Unit for Layoffs, Promotions, Transfers	14
Retention of Seniority or Recall Rights During Layoff	15
Advance Notice of Lay-off	16
Pay in Lieu of Notice of Lay-Off	17
Advance Notice of Termination	18
Role of Seniority in Promotion	20
Role of Seniority in Transfers	21
Role of Seniority in Lay-Offs	22
Seniority Status During Maternity Leave	89

Job Opportunities and Protection

Non Discrimination Provisions	8
Job Posting	19
Role of Seniority in Promotions	20
Role of Seniority in Transfers	21
Role of Seniority in Lay-Offs	22
Wage or Employment Guarantees	50
Pay on Temporary Transfers to Lower Rated Jobs	51
Pay on Temporary Transfers to Higher Rated Jobs	52
Restrictions on Moonlighting	114
Restriction on Work by Non-Bargaining Unit Employees	115
Restrictions on Contracting Out	116
Grievance on Job Classification or Re-Classification	130

INDEX OF TABLES (Continued)

Grievance and Arbitration Procedures	**Tables**
Employee Grievance - Initial Presentation	23
Special Grievance Procedure - Discipline and Dismissal Cases	24
Grievance Arbitration - Number of Arbitrators	25
Grievance and Arbitration Pay Provisions	95
Grievance and Job Classification or Re-Classification	130
Regular Hours and Days of Work	
Scheduled Work-Week (Number of Days)	26
Standard Daily Hours	27
Standard or Average Weekly Hours	28
Compressed Work Week and Flex Time	30
Paid Rest or Relief Periods	53
Paid Clean-Up or Clothes Changing Time	54
Overtime and Premium Pay	
Overtime Rate for Scheduled Daily Hours	31
Overtime Rate for Scheduled Weekly Hours	32
Overtime Rate for Saturday (not scheduled)	33
Overtime Rate for Sunday (not scheduled)	34
Overtime Rate on Sixth Day (not scheduled)	35
Overtime Rate on Seventh Day (not scheduled)	36
Payment for or Supply of Meals (Overtime)	37
Right to Refuse Overtime	38
Premium Pay for Work on Scheduled Saturday	39
Premium Pay for Work on Scheduled Sunday	40
Second Shift Premium	41
Third Shift Premium	42
Split Shift Premium	43
Premium Pay for Dirty Work	44
Premium Pay for Hazardous Work	45
Premium Pay for Abnormal Working Conditions	46
Pay Guarantees and Compensation Practices	
Paid Meal Period	29
Standby or On-Call Adjustments	47
Reporting Pay Guarantees	48
Call Back Pay Guarantees	49
Wage or Employment Guarantees	50
Pay on Temporary Transfers to Lower Rated Jobs	51
Pay on Temporary Transfers to Higher Rated Jobs	52
Injury Pay Provisions	82
Workers Compensation Pay Supplements	83
Maximum Period of Workers Compensation Pay Supplements	84
Allowance for Safety Shoes	101
Allowance for Safety Glasses	102
Supply of or Allowance for Work Clothing	103

INDEX OF TABLES (Continued)

	Tables
Maintenance of Work Clothing	104
Allowance for Tools	105
Meal, Lodging and Per Diem Allowances on Travel Status	106
Travel Time Pay	107
Mileage Allowance for Use of Private Car	108
Severance Pay and Lay-Off Benefit Plans (Other than S.U.B)	112
Supplemental Unemployment Benefit (S.U.B.) Plans	113
Equal Pay for Work of Equal Value	131
Frequency of Cost-of-Living Adjustments	132
Amount of Cost-of-Living Adjustments	133
Attendance or Continuous Service Bonus	134

Paid Holidays

Paid Holidays	55
Year-End Holiday Provisions	56
Service Requirements for Holiday Pay	57
Work Requirements for Holiday Pay	58
Loss of Holiday Pay - Failure to Report for Scheduled Work	59
compensation for Holidays Falling on Saturday	60
Compensation for Holidays Falling on Sunday	61
Compensation for Holiday Falling Within Vacation Period	62
Compensation for Holidays Falling on Scheduled Days Off	63
Compensation for Work on Paid Holidays	64

Paid Vacation

Length of Service for Two Weeks Paid Vacation	65
Length of Service for Three Weeks Paid Vacation	66
Length of Service for Four Weeks Paid Vacation	67
Length of Service for Five Weeks Paid Vacation	68
Length of Service for Six Weeks Paid Vacation	69
Maximum Paid Vacation	70
Pay in Lieu of Vacation	71

Leave Of Absence Provisions

Paid Sick Leave Provisions	72-81
Paid Jury Duty Leave	85
Paid Bereavement Leave	86
Service Requirements for Maternity Leave	87
Length of Maternity Leave	88
Seniority Status During Maternity Leave	89
Maternity Leave	90
Leave of Absence for Full-Time Union Duties	91
Leave of Absence for Union Functions	92
Paid Leave of Absence for Personal Reasons	93
Leave of Absence for Educational Purposes	94
Grievance and Arbitration Pay Provisions	95
Negotiating pay Provisions	96
Safety Committee Pay Provisions	99

INDEX OF TABLES (Continued)

Tables

Technological Change

Technological Change - Advance Notice 117
Technological Change - Consultation 118
Technological Change - Training Benefits 119
Technological Change - Attrition Arrangements 120
Technological Change - Income Protection 121
Technological Change - Joint Automation Committee 122
Technological Change - Relocation Allowances 123
Technological Change - Transfer Arrangements 124
Technological Change - Advance Notice of Lay-Off 125
Technological Change - Severance Pay 126
Technological Change - Arbitration 127

Health and Welfare Provisions

Service Requirements of Paid Sick Leave 73
Amount of Paid Sick Leave 74
Maximum Days of Unused Sick Leave 75
Payment of Unused Sick Leave on Termination of Employment 76
Maximum Days of Unused Sick Leave Paid on Termination 77
Payment for Unused Sick Leave on Retirement 78
Maximum Day of Unused Sick Leave on Retirement 79
Payment for Unused Sick Leave on Death 80
Maximum Days of Unused Sick Leave Paid on Death 81
Employer Contribution to Basic Medical and Hospital Plans 135
Specialized Insurance Benefits 136
Major Medical or Comprehensive Benefits Plans 137
Employer Contributions to Life Insurance Plans 138
Amount of Benefits Provided in Life Insurance Plans 139
Employer Contributions to Accidental Death and Dismemberment Insurance 140
Amount of Benefits Provided in Accidental Death and Dismemberment Insurance 141
Employer Contributions to Weekly Sickness and Accident Indemnity 142
Amount of Weekly Sickness and Accident Indemnity 143
Maximum Duration of Weekly Sickness and Accident Indemnity 144
Long Term Disability Benefit Plans 145
Employer Contributions to Non-Specified Employee Benefits 146
Pension Plans 147

Miscellaneous Provisions

Dangerous Work 97
Labour Management Safety Committee 98
Labour Management Safety Committee Pay 100
Apprenticeship Training Provisions 109
Apprenticeship Ratio 110
On-The-Job Training Provisions 111
Advance Notice of Plant Closing or Relocation 128

SECTION I

INDUSTRIAL COMPOSITE

(Includes All Agreements Analysed for this Publication)

TABLE 1 EXPIRY DATES OF SELECTED AGREEMENTS

YEAR AND MONTH OF EXPIRATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
1987	65	24.2	47,049	27.2
MARCH	6	2.2	6,172	3.6
APRIL	4	1.5	749	.4
MAY	1	.4	175	.1
JUNE	12	4.5	5,078	2.9
JULY	1	.4	218	.1
AUGUST	4	1.5	1,140	.7
SEPTEMBER	2	.7	6,350	3.7
OCTOBER	2	.7	320	.2
NOVEMBER	1	.4	180	.1
DECEMBER	32	11.9	26,667	15.4
1988	152	56.5	106,298	61.4
JANUARY	8	3.0	9,880	5.7
FEBRUARY	4	1.5	918	.5
MARCH	53	19.7	48,240	27.9
APRIL	13	4.8	9,195	5.3
MAY	5	1.9	4,095	2.4
JUNE	13	4.8	4,147	2.4
JULY	4	1.5	874	.5
AUGUST	9	3.3	6,806	3.9
SEPTEMBER	3	1.1	734	.4
OCTOBER	4	1.5	937	.5
NOVEMBER	5	1.9	821	.5
DECEMBER	31	11.5	19,651	11.4
1989	41	15.2	17,117	9.9
FEBRUARY	7	2.6	4,367	2.5
MARCH	11	4.1	2,475	1.4
APRIL	5	1.9	1,600	.9
MAY	2	.7	286	.2
JUNE	6	2.2	2,002	1.2
JULY	3	1.1	346	.2
AUGUST	2	.7	320	.2
SEPTEMBER	2	.7	961	.6
NOVEMBER	1	.4	105	.1
DECEMBER	2	.7	4,655	2.7
1990 AND LATER	11	4.1	2,556	1.5
FEBRUARY	2	.7	280	.2
MARCH	4	1.5	466	.3
JUNE	1	.4	110	.1
JULY	2	.7	540	.3
SEPTEMBER	1	.4	1,000	.6
OCTOBER	1	.4	160	.1
TOTAL	269	100.0	173,020	100.0

TABLE 2 DISTRIBUTION BY ECONOMIC REGION AND CENSUS DIVISION*

ECONOMIC REGION AND CENSUS DIVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
MEDICINE HAT	8	3.0	1,463	.8
CENSUS DIVISION NO. 1	7	2.6	1,343	.8
MULTIPLE CENSUS DIVISIONS	1	.4	120	.1
LETHBRIDGE	17	6.3	3,453	2.0
CENSUS DIVISION NO. 2	14	5.2	3,031	1.8
CENSUS DIVISION NO. 3	2	.7	272	.2
MULTIPLE CENSUS DIVISIONS	1	.4	150	.1
CALGARY / DRUMHELLER	60	22.3	31,099	18.0
CENSUS DIVISION NO. 6	60	22.3	31,099	18.0
THE PARKS	9	3.3	2,189	1.3
CENSUS DIVISION NO. 9	2	.7	488	.3
CENSUS DIVISION NO. 14	6	2.2	1,440	.8
MULTIPLE CENSUS DIVISIONS	1	.4	261	.2
RED DEER / WAINWRIGHT	8	3.0	1,799	1.0
CENSUS DIVISION NO. 8	8	3.0	1,799	1.0
EDMONTON / LLOYDMIN.	89	33.1	42,769	24.7
CENSUS DIVISION NO. 10	1	.4	123	.1
CENSUS DIVISION NO. 11	86	32.0	41,878	24.2
MULTIPLE CENSUS DIVISIONS	2	.7	768	.4
PEACE RIVER	8	3.0	1,176	.7
CENSUS DIVISION NO. 15	8	3.0	1,176	.7
ATHABASCA	9	3.3	3,666	2.1
CENSUS DIVISION NO. 12	8	3.0	3,560	2.1
CENSUS DIVISION NO. 13	1	.4	106	.1
INTER-REGIONAL	20	7.4	6,073	3.5
PROVINCE WIDE	41	15.2	79,333	45.9
TOTAL	269	100.0	173,020	100.0

*For Explanation see Number 1 in the Definition at page VIII

TABLE 3 DISTRIBUTION BY ECONOMIC REGION AND URBAN CENTRE *

ECONOMIC REGION AND URBAN CENTRE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
MEDICINE HAT	8	3.0	1,463	.8
MEDICINE HAT	6	2.2	921	.5
REMAINDER	2	.7	542	.3
LETHBRIDGE	17	6.3	3,453	2.0
LETHBRIDGE	12	4.5	2,781	1.6
TABER	2	.7	250	.1
REMAINDER	3	1.1	422	.2
CALGARY / DRUMHELLER	60	22.3	31,099	18.0
CALGARY	56	20.8	30,469	17.6
REMAINDER	4	1.5	630	.4
THE PARKS	9	3.3	2,189	1.3
HINTON	3	1.1	868	.5
REMAINDER	6	2.2	1,321	.8
RED DEER / WAINWRIGHT	8	3.0	1,799	1.0
RED DEER	6	2.2	1,472	.9
REMAINDER	2	.7	327	.2
EDMONTON / LLOYDMIN.	89	33.1	42,769	24.7
EDMONTON	80	29.7	40,458	23.4
FORT SASKATCHEWAN	3	1.1	840	.5
PARKLAND COUNTY NO 31	1	.4	300	.2
SPRUCE GROVE	1	.4	100	.1
ST ALBERT	1	.4	180	.1
REMAINDER	3	1.1	891	.5
PEACE RIVER	8	3.0	1,176	.7
REMAINDER	8	3.0	1,176	.7
ATHABASCA	9	3.3	3,666	2.1
FORT MCMURRAY	4	1.5	1,715	1.0
REMAINDER	5	1.9	1,951	1.1
TWO OR MORE REGIONS	20	7.4	6,073	3.5
PROVINCE WIDE	41	15.2	79,333	45.9
TOTAL	269	100.0	173,020	100.0

*For Explanation see Number 2 in the Definition at page VIII

TABLE 4 UNIONS REPRESENTING EMPLOYEES COVERED BY AGREEMENTS

UNION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
A. U. P. E.	35	13.0	37,291	21.6
AARNA	3	1.1	5,920	3.4
ALTA BRHD DAIRY EMPLOYEES	2	.7	314	.2
AMALGAMATED TRANSIT	2	.7	2,953	1.7
BAKERY WORKERS	1	.4	121	.1
BOILERMAKERS	5	1.9	2,472	1.4
BRICKLAYERS	2	.7	780	.5
C. U. P. E.	29	10.8	19,883	11.5
C.L.C. DIRECTLY CHARTERED	2	.7	450	.3
CANADIAN PAPERWORKERS	1	.4	478	.3
CARPENTERS	3	1.1	500	.3
ELECTRICAL WORKERS	9	3.3	16,195	9.4
EMPLOYEES ASSOCIATION	40	14.9	28,825	16.7
ENERGY & CHEMICAL WORKERS	13	4.8	3,514	2.0
FIREFIGHTERS	3	1.1	2,208	1.3
GARMENT WORKERS	1	.4	400	.2
GLASSWORKERS	2	.7	542	.3
GRAPHIC COMMUNICATIONS	1	.4	115	.1
HEALTH SCIENCE ASSOCIATION	9	3.3	6,084	3.5
HEAVY EQUIPMENT TRADES	1	.4	600	.3
HOTEL & RESTAURANT EMPL	1	.4	200	.1
IRON WORKERS	5	1.9	1,657	1.0
LABOURERS	3	1.1	570	.3
LADIES' GARMENT WORKERS	1	.4	160	.1
MACHINISTS	1	.4	175	.1
MINE WORKERS	2	.7	384	.2
MULTI-UNION	9	3.3	3,078	1.8
OPERATING ENGINEERS	8	3.0	6,607	3.8
PAINTERS & GLAZIERS	3	1.1	649	.4
PLUMBERS	1	.4	600	.3
RAILWAY WORKERS	3	1.1	729	.4
RETAIL WHOLESALE UNION	5	1.9	700	.4
RUBBER WORKERS	1	.4	110	.1
STEELWORKERS	6	2.2	1,555	.9

CONTINUED...

TABLE 4 (...CONTINUED) UNIONS REPRESENTING EMPLOYEES COVERED BY AGREEMENTS

UNION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
TEAMSTERS	12	4.5	2,950	1.7
UNITED FOOD & COMM. WORKERS	31	11.5	10,626	6.1
UNITED NURSES OF ALBERTA	6	2.2	11,667	6.7
WOODWORKERS	7	2.6	958	.6
TOTAL	269	100.0	173,020	100.0

TABLE 5 DURATION

DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
LESS THAN ONE YEAR	8	3.0	4,268	2.5
ONE YEAR	22	8.2	9,951	5.8
BETWEEN ONE AND TWO YEARS	65	24.2	70,188	40.6
TWO YEARS	113	42.0	57,544	33.3
BETWEEN TWO AND THREE YEARS	24	8.9	12,912	7.5
THREE YEARS	29	10.8	15,005	8.7
MORE THAN THREE YEARS	8	3.0	3,152	1.8
TOTAL	269	100.0	173,020	100.0

TABLE 6 SIZE OF BARGAINING UNITS COVERED

SIZE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
100 - 199 EMPLOYEES	112	41.6	15,122	8.7
200 - 499 EMPLOYEES	80	29.7	24,293	14.0
500 - 999 EMPLOYEES	29	10.8	20,113	11.6
1,000 OR MORE EMPLOYEES	48	17.8	113,492	65.6
TOTAL	269	100.0	173,020	100.0

TABLE 7 TYPE OF BARGAINING UNIT COVERED*

TYPE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NON-OFFICE EMPLOYEES	178	66.2	81,314	47.0
OFFICE EMPLOYEES	8	3.0	21,440	12.4
PROFESSIONAL EMPLOYEES	16	5.9	22,453	13.0
NON-OFFICE AND OFFICE EMPLOYEES	51	19.0	36,969	21.4
NON-OFFICE AND PROFESSIONAL EMPLOYEES	3	1.1	780	.5
OFFICE AND PROFESSIONAL EMPLOYEES	6	2.2	2,938	1.7
NON-OFFICE, OFFICE AND PROFESSIONAL EMPLOYEES	7	2.6	7,126	4.1
TOTAL	269	100.0	173,020	100.0

*For Explanation see Number 3 in the Definition at page VIII

TABLE 8 NON-DISCRIMINATION PROVISIONS

NON-DISCRIMINATION PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	61	22.7	27,639	16.0
UNION MEMBERSHIP	87	32.3	62,060	35.9
RACE, RELIGION	1	.4	155	.1
RACE, RELIGION, UNION MEMBERSHIP	2	.7	405	.2
RACE, RELIGION, UNION MEMBERSHIP, SEX	1	.4	100	.1
RACE, RELIGION, UNION MEMBERSHIP, SEX, AGE	4	1.5	611	.4
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP	4	1.5	726	.4
RACE, RELIGION, NATIONALITY, SEX	9	3.3	6,278	3.6
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP, SEX	17	6.3	8,709	5.0
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP, SEX, AGE	13	4.8	12,358	7.1
RACE, RELIGION, NATIONALITY, SEX, AGE	5	1.9	1,444	.8
RACE, RELIGION, UNION MEMBERSHIP, AGE, MARITAL STATUS	1	.4	350	.2
RACE, RELIGION, UNION MEMBERSHIP, AGE, SEX, MARITAL STATUS	1	.4	189	.1
RACE, RELIGION, NATIONALITY, SEX, MARITAL STATUS	1	.4	418	.2
RACE, RELIGION, NATIONALITY, SEX, AGE, MARITAL STATUS	1	.4	103	.1
RACE, RELIGION, NATIONALITY, SEX, AGE, UNION MEMBERSHIP, MARITAL STATUS	36	13.4	32,804	19.0
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP, SEX, MARITAL STATUS	3	1.1	1,373	.8
COMBINATION OF ANY PREJUDICES, INCLUDING SEXUAL PREFERANCE	13	4.8	11,323	6.5
DISCRIMINATION PROHIBITED BUT TYPES OF DISCRIMINATION NOT SPECIFIED	5	1.9	925	.5
OTHER	4	1.5	5,050	2.9
TOTAL	269	100.0	173,020	100.0

TABLE 9 MANAGEMENTS RIGHTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	9.3	9,325	5.4
GENERAL STATEMENT OF MANAGEMENT RIGHTS	32	11.9	18,330	10.6
ENUMERATED LIST OF MANAGEMENT RIGHTS	30	11.2	13,963	8.1
GENERAL STATEMENT OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	68	25.3	61,271	35.4
ENUMERATED LIST OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	114	42.4	70,131	40.5
TOTAL	269	100.0	173,020	100.0

TABLE 10 UNION MEMBERSHIP REQUIREMENTS*

MEMBERSHIP REQUIREMENTS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	79	29.4	60,108	34.7
CLOSED SHOP	32	11.9	25,080	14.5
UNION SHOP	90	33.5	23,257	13.4
MODIFIED UNION SHOP	30	11.2	35,125	20.3
MAINTENANCE OF MEMBERSHIP	23	8.6	14,603	8.4
MUST BECOME MEMBER OR PAY EQUIVALENT DUES	15	5.6	14,847	8.6
TOTAL	269	100.0	173,020	100.0

TABLE 11 CHECK-OFF PAYMENTS

TYPE OF PAYMENT CHECK-OFF	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	3.3	2,324	1.3
DUES CHECK-OFF ONLY	135	50.2	117,510	67.9
DUES AND INITIATION FEES	48	17.8	19,792	11.4
DUES AND ASSESSMENTS	12	4.5	7,158	4.1
DUES AND FINES	2	.7	229	.1
DUES, INITIATION FEES AND ASSESSMENTS	57	21.2	24,277	14.0
DUES, INITIATION FEES AND FINES	1	.4	400	.2
DUES, INITIATION FEES, ASSESSMENTS AND FINES	5	1.9	1,330	.8
TOTAL	269	100.0	173,020	100.0

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*For Explanation see Number 4 in the Definition at page VIII

TABLE 12 UNION DUES CHECK-OFF

CHECK-OFF PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	15	5.6	5,230	3.0
COMPULSORY FOR ALL EMPLOYEES COVERED BY THE AGREEMENT	212	78.8	149,078	86.2
COMPULSORY FOR EMPLOYEES HIRED AFTER A CERTAIN DATE	3	1.1	678	.4
COMPULSORY FOR EMPLOYEES HIRED AFTER A CERTAIN DATE & PRESENT DUES-PAYING EMPL	3	1.1	5,047	2.9
COMPULSORY FOR UNION MEMBERS	1	.4	175	.1
COMPULSORY FOR NEW EMPLOYEES	5	1.9	2,512	1.5
COMPULSORY FOR UNION MEMBERS AND NEW EMPLOYEES	3	1.1	454	.3
COMPULSORY FOR NEW EMPLOYEES AND PRESENT DUES-PAYING EMPLOYEES	1	.4	120	.1
VOLUNTARY FOR ALL EMPLOYEES COVERED BY THE AGREEMENT	10	3.7	4,043	2.3
UNION DUES CHECK-OFF BUT NOT SPECIFIED WHETHER COMPULSORY OR VOLUNTARY	16	5.9	5,683	3.3
TOTAL	269	100.0	173,020	100.0

TABLE 13 PROBATIONARY PERIOD FOR NEWLY-HIRED EMPLOYEES

PROBATIONARY PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	37	13.8	24,198	14.0
30 CALENDAR DAYS	21	7.8	7,383	4.3
45 CALENDAR DAYS	2	.7	332	.2
60 CALENDAR DAYS	6	2.2	1,310	.8
90 CALENDAR DAYS	10	3.7	4,647	2.7
120 CALENDAR DAYS	4	1.5	1,430	.8
180 CALENDAR DAYS	5	1.9	3,010	1.7
15 WORKING DAYS/SHIFTS	1	.4	300	.2
20 WORKING DAYS/SHIFTS	1	.4	322	.2
30 WORKING DAYS/SHIFTS	8	3.0	1,207	.7
40 WORKING DAYS/SHIFTS	1	.4	119	.1
42 WORKING DAYS/SHIFTS	1	.4	4,038	2.3
45 WORKING DAYS/SHIFTS	7	2.6	1,585	.9
55 WORKING DAYS/SHIFTS	1	.4	125	.1
60 WORKING DAYS/SHIFTS	22	8.2	7,354	4.3
65 WORKING DAYS/SHIFTS	18	6.7	24,146	14.0
68 WORKING DAYS/SHIFTS	1	.4	100	.1
80 WORKING DAYS/SHIFTS	1	.4	380	.2
90 WORKING DAYS/SHIFTS	9	3.3	2,122	1.2
130 WORKING DAYS/SHIFTS	2	.7	355	.2
10 WEEKS	1	.4	125	.1
2 MONTHS	1	.4	150	.1
3 MONTHS	27	10.0	12,522	7.2
4 MONTHS	1	.4	450	.3
5 MONTHS	1	.4	335	.2
6 MONTHS	37	13.8	44,335	25.6
9 MONTHS	1	.4	100	.1
12 MONTHS	6	2.2	5,837	3.4
18 MONTHS	1	.4	1,100	.6
VARIES BY OCCUPATION OR CLASSIFICATION	20	7.4	16,127	9.3
DEPENDS ON RELATED EXPERIENCE OR QUALIFICATIONS	3	1.1	3,178	1.8
NOT SPECIFIED	2	.7	1,286	.7
OTHER	10	3.7	3,012	1.7
TOTAL	269	100.0	173,020	100.0

TABLE 14 TYPE OF SENIORITY UNIT FOR LAYOFFS, PROMOTIONS, TRANSFERS

SENIORITY UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	71	26.4	64,610	37.3
COMPANY	64	23.8	40,830	23.6
PLANT	24	8.9	6,735	3.9
DEPARTMENT	23	8.6	21,730	12.6
JOB OR OCCUPATIONAL CLASSIFICATION	14	5.2	4,394	2.5
COMBINATION OF COMPANY AND PLANT	2	.7	200	.1
COMBINATION OF COMPANY AND DEPARTMENT	5	1.9	1,575	.9
COMBINATION OF COMPANY AND JOB OR OCCUPATIONAL CLASSIFICATION	2	.7	520	.3
COMBINATION OF PLANT AND DEPARTMENT	22	8.2	6,187	3.6
COMBINATION OF PLANT AND JOB OR OCCUPATIONAL CLASSIFICATION	2	.7	565	.3
COMBINATION OF DEPARTMENT AND JOB OR OCCUPATIONAL CLASSIFICATION	3	1.1	2,057	1.2
COMBINATION OF COMPANY, PLANT AND DEPARTMENT	1	.4	130	.1
COMPANY, PLANT AND JOB OR OCCUPATIONAL CLASSIFICATION	1	.4	1,453	.8
COMPANY, DEPARTMENT AND JOB OR OCCUPATIONAL CLASSIFICATION	4	1.5	5,250	3.0
PLANT, DEPARTMENT AND JOB OR OCCUPATIONAL CLASSIFICATION	4	1.5	932	.5
COMPANY, PLANT, DEPARTMENT AND JOB OR OCCUPATIONAL CLASSIFICATION	1	.4	150	.1
NOT SPECIFIED	26	9.7	15,702	9.1
TOTAL	269	100.0	173,020	100.0

TABLE 15 RETENTION OF SENIORITY OR RECALL RIGHTS DURING LAY-OFF

RETENTION PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	77	28.6	46,258	26.7
1 MONTH	1	.4	145	.1
3 MONTHS	4	1.5	791	.5
4 MONTHS	1	.4	1,000	.6
6 MONTHS	59	21.9	55,156	31.9
9 MONTHS	4	1.5	2,028	1.2
12 MONTHS	78	29.0	51,239	29.6
15 MONTHS	1	.4	112	.1
18 MONTHS	4	1.5	875	.5
24 MONTHS	8	3.0	8,729	5.0
48 MONTHS	1	.4	105	.1
PERIOD RELATED TO LENGTH OF SERVICE, NO MAXIMUM	17	6.3	2,827	1.6
PERIOD RELATED TO LENGTH OF SERVICE, MAXIMUM	7	2.6	1,487	.9
RECALL RIGHTS EXTENDED INDEFINITELY	1	.4	261	.2
NO REFERENCE TO DURATION OF SENIORITY OR RECALL RIGHTS	5	1.9	1,860	1.1
OTHER	1	.4	147	.1
TOTAL	269	100.0	173,020	100.0

TABLE 16 ADVANCE NOTICE OF LAY-OFF

LENGTH OF NOTICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	114	42.4	57,186	33.1
1 HOURS	3	1.1	2,780	1.6
2 HOURS	3	1.1	1,050	.6
3 HOURS	1	.4	122	.1
24 HOURS	2	.7	219	.1
48 HOURS	2	.7	356	.2
3 CALENDAR DAYS	1	.4	422	.2
5 CALENDAR DAYS	1	.4	102	.1
7 CALENDAR DAYS	3	1.1	3,218	1.9
14 CALENDAR DAYS	41	15.2	60,394	34.9
15 CALENDAR DAYS	1	.4	150	.1
20 CALENDAR DAYS	1	.4	189	.1
21 CALENDAR DAYS	4	1.5	2,028	1.2
28 CALENDAR DAYS	1	.4	245	.1
30 CALENDAR DAYS	3	1.1	1,025	.6
2 WORKING DAYS/SHIFTS	1	.4	115	.1
3 WORKING DAYS/SHIFTS	1	.4	470	.3
5 WORKING DAYS/SHIFTS	3	1.1	398	.2
10 WORKING DAYS/SHIFTS	13	4.8	5,665	3.3
20 WORKING DAYS/SHIFTS	5	1.9	2,263	1.3
30 WORKING DAYS/SHIFTS	3	1.1	1,892	1.1
1 WEEKS	1	.4	121	.1
2 WEEKS	10	3.7	7,436	4.3
3 WEEKS	1	.4	420	.2
4 WEEKS	3	1.1	580	.3
12 WEEKS	1	.4	106	.1
VARIES WITH LENGTH OF SERVICE	41	15.2	21,888	12.7
NOT SPECIFIED	3	1.1	1,600	.9
OTHER	2	.7	580	.3
TOTAL	269	100.0	173,020	100.0

TABLE 17 PAY IN LIEU OF NOTICE OF LAY-OFF

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	170	63.2	111,840	64.6
2 DAYS PAY	1	.4	115	.1
5 DAYS PAY	1	.4	138	.1
7 DAYS PAY	1	.4	2,788	1.6
10 DAYS PAY	15	5.6	8,297	4.8
14 DAYS PAY	16	5.9	11,405	6.6
15 DAYS PAY	2	.7	530	.3
20 DAYS PAY	4	1.5	2,229	1.3
21 DAYS PAY	2	.7	1,002	.6
30 DAYS PAY	1	.4	150	.1
TWO WEEKS PAY	15	5.6	14,790	8.5
THREE WEEKS PAY	2	.7	546	.3
VARIES WITH LENGTH OF SERVICE	31	11.5	16,823	9.7
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	.4	130	.1
NOT SPECIFIED	3	1.1	922	.5
OTHER	4	1.5	1,315	.8
TOTAL	269	100.0	173,020	100.0

TABLE 18 ADVANCE NOTICE OF TERMINATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	175	65.1	84,482	48.8
PROVISION EXISTS FOR ADVANCE NOTICE ONLY	20	7.4	21,920	12.7
PROVISION EXISTS FOR ADVANCE NOTICE OR PAY IN LIEU OF NOTICE	73	27.1	66,148	38.2
ACCORDING TO LEGISLATION	1	.4	470	.3
TOTAL	269	100.0	173,020	100.0

TABLE 19 JOB POSTING

POSTING PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	85	31.6	71,087	41.1
48 HOURS	1	.4	1,000	.6
72 HOURS	1	.4	135	.1
3 CALENDAR DAYS	6	2.2	1,115	.6
4 CALENDAR DAYS	1	.4	350	.2
5 CALENDAR DAYS	20	7.4	7,931	4.6
6 CALENDAR DAYS	4	1.5	965	.6
7 CALENDAR DAYS	28	10.4	17,809	10.3
8 CALENDAR DAYS	18	6.7	18,702	10.8
10 CALENDAR DAYS	11	4.1	15,032	8.7
14 CALENDAR DAYS	3	1.1	1,540	.9
2 WORKING DAYS/SHIFTS	5	1.9	681	.4
3 WORKING DAYS/SHIFTS	15	5.6	2,821	1.6
5 WORKING DAYS/SHIFTS	35	13.0	13,831	8.0
6 WORKING DAYS/SHIFTS	7	2.6	3,364	1.9
7 WORKING DAYS/SHIFTS	4	1.5	650	.4
10 WORKING DAYS/SHIFTS	3	1.1	1,281	.7
1 WEEKS	2	.7	340	.2
4 WEEKS	1	.4	126	.1
NOT SPECIFIED	19	7.1	14,260	8.2
TOTAL	269	100.0	173,020	100.0

TABLE 20 ROLE OF SENIORITY IN PROMOTIONS

SENIORITY IN PROMOTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	65	24.2	59,717	34.5
SOLE FACTOR	5	1.9	952	.6
PRIMARY FACTOR	64	23.8	16,651	9.6
SECONDARY FACTOR	102	37.9	69,908	40.4
EQUAL FACTOR	2	.7	220	.1
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	30	11.2	25,310	14.6
OTHER	1	.4	262	.2
TOTAL	269	100.0	173,020	100.0

TABLE 21 ROLE OF SENIORITY IN TRANSFERS

SENIORITY IN TRANSFERS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	125	46.5	78,602	45.4
SOLE FACTOR	10	3.7	5,179	3.0
PRIMARY FACTOR	40	14.9	9,921	5.7
SECONDARY FACTOR	63	23.4	53,164	30.7
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	31	11.5	26,154	15.1
TOTAL	269	100.0	173,020	100.0

TABLE 22 ROLE OF SENIORITY IN LAY-OFFS

SENIORITY IN LAY-OFFS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	43	16.0	26,256	15.2
SOLE FACTOR	74	27.5	49,776	28.8
PRIMARY FACTOR	97	36.1	76,038	43.9
SECONDARY FACTOR	41	15.2	13,469	7.8
EQUAL FACTOR	2	.7	360	.2
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	12	4.5	7,121	4.1
TOTAL	269	100.0	173,020	100.0

TABLE 23 EMPLOYEE GRIEVANCE - INITIAL PRESENTATION

GRIEVANCE PRESENTED BY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	.4	138	.1
EMPLOYEE ONLY	58	21.6	62,716	36.2
UNION REPRESENTATIVE ONLY	18	6.7	8,095	4.7
EMPLOYEES WITH OR WITHOUT UNION REPRESENTATIVE	166	61.7	83,431	48.2
UNION ONLY	7	2.6	2,099	1.2
EMPLOYEE OR UNION REPRESENTATIVE	13	4.8	12,077	7.0
GRIEVANCE COMMITTEE ONLY	3	1.1	2,745	1.6
CHOICE BETWEEN SEVERAL PROCEDURES	2	.7	1,019	.6
OTHER	1	.4	700	.4
TOTAL	269	100.0	173,020	100.0

TABLE 24 SPECIAL GRIEVANCE PROCEDURE - DISCIPLINE & DISMISSAL CASES

SPECIAL PROCEDURE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	137	50.9	92,329	53.4
NUMBER OF STEPS IN THE GRIEVANCE PROCEDURE IS REDUCED	99	36.8	69,549	40.2
DURATION OF DELAYS BETWEEN STEPS IS REDUCED	17	6.3	5,993	3.5
NUMBER OF STEPS AND DURATION OF DELAYS BETWEEN STEPS IS REDUCED	5	1.9	1,744	1.0
OTHER	11	4.1	3,405	2.0
TOTAL	269	100.0	173,020	100.0

TABLE 25 GRIEVANCE ARBITRATION - NUMBER OF ARBITRATORS

NUMBER OF ARBITRATORS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	3.7	5,511	3.2
SPECIFIC PROVISION FOR SINGLE ARBITRATOR	46	17.1	18,221	10.5
SPECIFIC PROVISION FOR PANEL/BOARD OF ARBITRATORS	124	46.1	56,422	32.6
PROVISION FOR SINGLE ARBITRATOR OR BOARD OF ARBITRATORS	89	33.1	92,866	53.7
TOTAL	269	100.0	173,020	100.0

TABLE 26 SCHEDULED WORK-WEEK (NUMBER OF DAYS)

DAYS PER WEEK	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	2.6	4,804	2.8
FOUR DAYS A WEEK	2	.7	3,143	1.8
FIVE DAYS A WEEK	233	86.6	152,836	88.3
FIVE AND ONE-HALF DAYS A WEEK	1	.4	101	.1
WORK DAYS VARY FOR DIFFERENT GROUPS OF EMPLOYEES	18	6.7	9,845	5.7
WORK DAYS VARY FOR DIFFERENT SEASONS OR OTHER PERIODS	5	1.9	960	.6
WORK DAYS NOT SPECIFIED OR CANNOT BE DETERMINED	3	1.1	1,331	.8
TOTAL	269	100.0	173,020	100.0

TABLE 27 STANDARD DAILY HOURS*

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	1.1	727	.4
6-3/4 HOURS	2	.7	434	.3
7 HOURS	9	3.3	3,241	1.9
7-1/4 HOURS	3	1.1	1,750	1.0
7-3/10 HOURS	1	.4	121	.1
7-1/2 HOURS	10	3.7	7,177	4.1
7-3/4 HOURS	32	11.9	31,892	18.4
8 HOURS	126	46.8	52,446	30.3
9-1/2 HOURS	2	.7	3,143	1.8
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	66	24.5	65,894	38.1
VARIES FOR DIFFERENT SEASONS	10	3.7	4,160	2.4
NOT SPECIFIED	5	1.9	2,035	1.2
TOTAL	269	100.0	173,020	100.0

TABLE 28 STANDARD OR AVERAGE WEEKLY HOURS

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	.7	317	.2
33-3/4 HOURS	2	.7	434	.3
35 HOURS	12	4.5	6,153	3.6
36-1/4 HOURS	5	1.9	2,290	1.3
36-1/2 HOURS	1	.4	121	.1
37 HOURS	8	3.0	4,237	2.4
37-1/2 HOURS	8	3.0	4,615	2.7
38 HOURS	4	1.5	4,810	2.8
38-3/4 HOURS	32	11.9	31,892	18.4
40 HOURS	129	48.0	53,355	30.8
42 HOURS	1	.4	150	.1
44 HOURS	5	1.9	4,023	2.3
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	56	20.8	59,338	34.3
VARIES FOR DIFFERENT SEASONS	4	1.5	1,285	.7
TOTAL	269	100.0	173,020	100.0

*For Explanation see Number 5 in the Definition at page IX

TABLE 29 PAID MEAL PERIOD PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	188	69.9	125,678	72.6
MEAL PERIOD PAID TO ALL EMPLOYEES DURING REGULAR WORK SCHEDULE	7	2.6	2,501	1.4
MEAL PERIOD PAID ON THREE SHIFT OPERATIONS	2	.7	300	.2
MEAL PERIOD PAID ON 2ND SHIFT ONLY	1	.4	1,136	.7
MEAL PERIOD PAID ON 3RD SHIFT ONLY	2	.7	595	.3
MEAL PERIOD PAID ON OVERTIME WORK	54	20.1	35,963	20.8
THREE SHIFTS AND OVERTIME	5	1.9	1,981	1.1
2ND AND 3RD SHIFTS	2	.7	895	.5
2ND AND 3RD SHIFT AND OVERTIME	4	1.5	2,157	1.2
PROVISIONS EXIST FOR PAID MEAL PERIOD, CANNOT DETERMINE WHICH CODE APPLIES	2	.7	520	.3
OTHER	2	.7	1,294	.7
TOTAL	269	100.0	173,020	100.0

TABLE 30 COMPRESSED WORK WEEK AND FLEXTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	145	53.9	65,062	37.6
PROVISION FOR FLEX-TIME	7	2.6	1,609	.9
PROVISION FOR COMPRESSED WORK-WEEK	75	27.9	48,289	27.9
PROVISION FOR BOTH FLEX-TIME AND COMPRESSED WORK-WEEK	40	14.9	55,619	32.1
OTHER	2	.7	2,441	1.4
TOTAL	269	100.0	173,020	100.0

TABLE 31 OVERTIME RATE AFTER SCHEDULED DAILY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	1.9	1,232	.7
TIME AND ONE-HALF	47	17.5	15,191	8.8
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 1 HOURS	1	.4	400	.2
DOUBLE TIME AFTER 2 HOURS	42	15.6	22,154	12.8
DOUBLE TIME AFTER 2 1/2 HOURS	1	.4	100	.1
DOUBLE TIME AFTER 3 HOURS	18	6.7	8,496	4.9
DOUBLE TIME AFTER 4 HOURS	17	6.3	3,560	2.1
DOUBLE TIME AFTER 5 HOURS	6	2.2	875	.5
DOUBLE TIME AFTER 8 HOURS	1	.4	100	.1
OTHER	1	.4	218	.1
DOUBLE TIME	25	9.3	11,906	6.9
DOUBLE TIME INCREASED TO				
2.50 TIME AFTER 4 HOURS	1	.4	6,000	3.5
TRIPLE TIME AFTER 4 HOURS	1	.4	400	.2
EQUIVALENT TIME OFF OR PAY AT 1.50 TIME	1	.4	180	.1
1.00 TIME OFF OR PAY @ 1.50 INCREASED TO				
2.00 TIME/PAY AFTER 2 HOURS	4	1.5	3,765	2.2
1.50 TIME OFF OR PAY AT 1.50 TIME	6	2.2	2,603	1.5
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO				
2.00 TIME/PAY AFTER 2 HOURS	33	12.3	32,844	19.0
2.00 TIME/PAY AFTER 3 HOURS	12	4.5	22,175	12.8
2.00 TIME/PAY AFTER 4 HOURS	4	1.5	710	.4
2.00 TIME/PAY AFTER 5 HOURS	1	.4	245	.1
OTHER	1	.4	190	.1
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	24	8.9	21,655	12.5
EQUIVALENT TIME OFF OR PAY @ DOUBLE TIME	1	.4	1,408	.8
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	8	3.0	5,738	3.3
NOT SPECIFIED	4	1.5	4,066	2.4
OTHER	4	1.5	6,809	3.9
TOTAL	269	100.0	173,020	100.0

TABLE 32 OVERTIME RATE AFTER SCHEDULED WEEKLY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	132	49.1	102,294	59.1
TIME AND ONE-HALF	58	21.6	15,601	9.0
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 1 HOURS	1	.4	400	.2
DOUBLE TIME AFTER 2 HOURS	9	3.3	5,450	3.1
DOUBLE TIME AFTER 2 1/2 HOURS	1	.4	100	.1
DOUBLE TIME AFTER 3 HOURS	4	1.5	477	.3
DOUBLE TIME AFTER 4 HOURS	1	.4	105	.1
DOUBLE TIME AFTER 5 HOURS	3	1.1	516	.3
DOUBLE TIME AFTER 8 HOURS	2	.7	280	.2
DOUBLE TIME AFTER 10 HOURS	1	.4	125	.1
DOUBLE TIME AFTER 16 HOURS	1	.4	300	.2
DOUBLE TIME	18	6.7	15,866	9.2
EQUIV. TIME OFF OR PAY AT STRAIGHT TIME	1	.4	636	.4
EQUIVALENT TIME OFF OR PAY AT 1.50 TIME	2	.7	283	.2
1.00 TIME OFF OR PAY @ 1.50 INCREASED TO				
INCREASED RATE VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	.4	123	.1
1.50 TIME OFF OR PAY AT 1.50 TIME	6	2.2	5,540	3.2
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO				
2.00 TIME/PAY AFTER 2 HOURS	1	.4	250	.1
2.00 TIME/PAY AFTER 20 HOURS	1	.4	1,450	.8
2.00 TIME/PAY AFTER 40 HOURS	1	.4	265	.2
OTHER	1	.4	190	.1
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	14	5.2	10,697	6.2
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	4	1.5	1,049	.6
NOT SPECIFIED	2	.7	3,700	2.1
OTHER	4	1.5	7,323	4.2
TOTAL	269	100.0	173,020	100.0

TABLE 33 OVERTIME RATE FOR SATURDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	195	72.5	143,843	83.1
TIME AND ONE-HALF	25	9.3	5,918	3.4
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 2 HOURS	1	.4	250	.1
DOUBLE TIME AFTER 4 HOURS	10	3.7	4,632	2.7
DOUBLE TIME AFTER 5 HOURS	1	.4	120	.1
DOUBLE TIME AFTER 8 HOURS	6	2.2	2,695	1.6
DOUBLE TIME	15	5.6	10,726	6.2
DOUBLE TIME INCREASED TO TRIPLE TIME AFTER 4 HOURS	1	.4	400	.2
EQUIVALENT TIME OFF	1	.4	120	.1
1.50 TIME OFF OR PAY AT 1.50 TIME	1	.4	1,200	.7
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO OTHER	1	.4	190	.1
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	6	2.2	1,962	1.1
2.00 TIME OFF OR PAY @ 2.00 INCREASED TO OTHER	1	.4	160	.1
EQUIVALENT TIME OFF OR PAY @ DOUBLE TIME	2	.7	303	.2
OTHER	3	1.1	501	.3
TOTAL	269	100.0	173,020	100.0

TABLE 34 OVERTIME RATE FOR SUNDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	169	62.8	138,002	79.8
STRAIGHT TIME	1	.4	147	.1
TIME AND ONE-HALF	6	2.2	1,368	.8
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 2 HOURS	1	.4	250	.1
DOUBLE TIME AFTER 5 HOURS	1	.4	120	.1
DOUBLE TIME AFTER 8 HOURS	1	.4	100	.1
INCREASED RATE VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	.4	130	.1
DOUBLE TIME	67	24.9	25,652	14.8
DOUBLE TIME INCREASED TO				
TRIPLE TIME AFTER 4 HOURS	1	.4	400	.2
TRIPLE TIME AFTER 14 HOURS	1	.4	218	.1
DOUBLE TIME AND ONE-HALF	5	1.9	771	.4
EQUIVALENT TIME OFF	1	.4	120	.1
1.50 TIME OFF OR PAY AT 1.50 TIME	1	.4	1,200	.7
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO OTHER	1	.4	190	.1
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	6	2.2	1,647	1.0
EQUIVALENT TIME OFF OR PAY @ DOUBLE TIME	1	.4	180	.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	.4	478	.3
OTHER	4	1.5	2,047	1.2
TOTAL	269	100.0	173,020	100.0

TABLE 35 OVERTIME RATE ON SIXTH DAY (NOT SCHEDULED) *

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	139	51.7	64,370	37.2
TIME AND ONE-HALF	18	6.7	7,987	4.6
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 2 HOURS	2	.7	522	.3
DOUBLE TIME AFTER 3 HOURS	6	2.2	4,955	2.9
DOUBLE TIME AFTER 4 HOURS	4	1.5	1,200	.7
DOUBLE TIME AFTER 7 3/4 HOURS	1	.4	275	.2
DOUBLE TIME AFTER 8 HOURS	2	.7	730	.4
DOUBLE TIME	24	8.9	9,487	5.5
EQUIVALENT TIME OFF OR PAY AT 1.50 TIME	1	.4	103	.1
1.00 TIME OFF OR PAY @ 1.50 INCREASED TO 2.00 TIME/PAY AFTER 2 HOURS	4	1.5	3,765	2.2
1.50 TIME OFF OR PAY AT 1.50 TIME	16	5.9	6,136	3.5
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO				
2.00 TIME/PAY AFTER 2 HOURS	5	1.9	1,272	.7
2.00 TIME/PAY AFTER 3 HOURS	5	1.9	9,386	5.4
2.00 TIME/PAY AFTER 4 HOURS	1	.4	195	.1
2.00 TIME/PAY AFTER 7 1/4 HOURS	2	.7	630	.4
2.00 TIME/PAY AFTER 7 3/4 HOURS	6	2.2	13,610	7.9
INCREASED RATE VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	12	4.5	23,761	13.7
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	14	5.2	14,259	8.2
EQUIVALENT TIME OFF OR PAY @ DOUBLE TIME	1	.4	1,408	.8
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	3	1.1	2,510	1.5
OTHER	3	1.1	6,459	3.7
TOTAL	269	100.0	173,020	100.0

*For Explanation see Number 6 in the Definition at page IX

TABLE 36 OVERTIME RATE ON SEVENTH DAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	134	49.8	60,934	35.2
TIME AND ONE-HALF	8	3.0	1,862	1.1
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 2 HOURS	1	.4	422	.2
DOUBLE TIME AFTER 3 HOURS	2	.7	4,198	2.4
DOUBLE TIME AFTER 4 HOURS	2	.7	225	.1
DOUBLE TIME AFTER 7 3/4 HOURS	1	.4	275	.2
DOUBLE TIME	45	16.7	20,858	12.1
DOUBLE TIME INCREASED TO TRIPLE TIME AFTER 14 HOURS	1	.4	218	.1
1.00 TIME OFF OR PAY @ 1.50 INCREASED TO 2.00 TIME/PAY AFTER 2 HOURS	4	1.5	3,765	2.2
1.50 TIME OFF OR PAY AT 1.50 TIME	3	1.1	1,320	.8
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO				
2.00 TIME/PAY AFTER 2 HOURS	5	1.9	1,272	.7
2.00 TIME/PAY AFTER 3 HOURS	2	.7	1,650	1.0
2.00 TIME/PAY AFTER 4 HOURS	1	.4	195	.1
2.00 TIME/PAY AFTER 7 3/4 HOURS	6	2.2	13,610	7.9
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	44	16.4	50,869	29.4
EQUIVALENT TIME OFF OR PAY @ DOUBLE TIME	3	1.1	1,878	1.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	3	1.1	2,510	1.5
OTHER	4	1.5	6,959	4.0
TOTAL	269	100.0	173,020	100.0

TABLE 37 PAYMENT FOR OR SUPPLY OF MEALS

AMOUNT OF PAYMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	168	62.5	119,877	69.3
$ 1.50 PER MEAL PAID AFTER				
3 HOURS OF OVERTIME	1	.4	130	.1
$ 3.25 PER MEAL PAID AFTER				
2 HOURS OF OVERTIME	1	.4	117	.1
3 HOURS OF OVERTIME	1	.4	1,140	.7
$ 3.50 PER MEAL PAID AFTER				
2 HOURS OF OVERTIME	1	.4	422	.2
$ 4.00 PER MEAL PAID AFTER				
2 HOURS OF OVERTIME	1	.4	175	.1
4 HOURS OF OVERTIME	1	.4	2,520	1.5
$ 4.50 PER MEAL PAID AFTER				
4 HOURS OF OVERTIME	1	.4	224	.1
$ 5.00 PER MEAL PAID AFTER				
1-1/2 HOURS OF OVERTIME	5	1.9	1,600	.9
2 HOURS OF OVERTIME	6	2.2	912	.5
3 HOURS OF OVERTIME	1	.4	105	.1
UNSPECIFIED HOURS	4	1.5	710	.4
$ 5.50 PER MEAL PAID AFTER				
2 HOURS OF OVERTIME	1	.4	335	.2
$ 5.90 PER MEAL PAID AFTER				
UNSPECIFIED HOURS	3	1.1	802	.5
$ 6.00 PER MEAL PAID AFTER				
1 HOURS OF OVERTIME	1	.4	116	.1
2 HOURS OF OVERTIME	2	.7	3,980	2.3
$ 6.25 PER MEAL PAID AFTER				
1 HOURS OF OVERTIME	1	.4	126	.1
$ 6.50 PER MEAL PAID AFTER				
2 HOURS OF OVERTIME	2	.7	4,031	2.3
$ 6.75 PER MEAL PAID AFTER				
3 HOURS OF OVERTIME	1	.4	1,450	.8
$ 7.00 PER MEAL PAID AFTER				
2 HOURS OF OVERTIME	1	.4	150	.1
$ 7.50 PER MEAL PAID AFTER				
2 HOURS OF OVERTIME	2	.7	340	.2
3 HOURS OF OVERTIME	2	.7	410	.2
$ 8.00 PER MEAL PAID AFTER				
2 HOURS OF OVERTIME	4	1.5	558	.3
$ 9.00 PER MEAL PAID AFTER				
2 HOURS OF OVERTIME	1	.4	105	.1
$10.00 PER MEAL PAID AFTER				
2 HOURS OF OVERTIME	1	.4	220	.1
$11.00 PER MEAL PAID AFTER				
2 HOURS OF OVERTIME	1	.4	200	.1
AMOUNT NOT SPECIFIED, PAID AFTER				
2 HOURS OF OVERTIME	3	1.1	1,300	.8
4 HOURS OF OVERTIME	1	.4	345	.2

CONTINUED...

TABLE 37
(...CONTINUED)

PAYMENT FOR OR SUPPLY OF MEALS

AMOUNT OF PAYMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
MEALS FURNISHED BY EMPLOYER AFTER				
1 HOURS OF OVERTIME	3	1.1	1,180	.7
1-1/2 HOURS OF OVERTIME	1	.4	140	.1
2 HOURS OF OVERTIME	36	13.4	19,546	11.3
3 HOURS OF OVERTIME	1	.4	1,000	.6
4 HOURS OF OVERTIME	3	1.1	679	.4
5 HOURS OF OVERTIME	1	.4	100	.1
UNSPECIFIED HOURS	3	1.1	3,950	2.3
NOT SPECIFIED	1	.4	100	.1
OTHER	2	.7	3,925	2.3
TOTAL	269	100.0	173,020	100.0

TABLE 38

RIGHT TO REFUSE OVERTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	203	75.5	140,166	81.0
PROVISION EXISTS	66	24.5	32,854	19.0
TOTAL	269	100.0	173,020	100.0

TABLE 39

PREMIUM PAY FOR WORK ON SCHEDULED SATURDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	198	73.6	115,770	66.9
AMOUNT PER HOUR				
$.20	1	.4	220	.1
$.25	5	1.9	1,395	.8
$.30	2	.7	1,888	1.1
$.35	2	.7	356	.2
$.40	1	.4	125	.1
$.50	35	13.0	38,524	22.3
$.60	1	.4	100	.1
$1.00	1	.4	110	.1
$1.15	1	.4	200	.1
$1.25	1	.4	180	.1
$1.50	1	.4	100	.1
TIME RATE PAYMENT				
TIME AND ONE-HALF	7	2.6	1,522	.9
DOUBLE TIME	3	1.1	1,396	.8
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	.4	3,500	2.0
NOT SPECIFIED	2	.7	941	.5
OTHER	7	2.6	6,693	3.9
TOTAL	269	100.0	173,020	100.0

TABLE 40 PREMIUM PAY FOR WORK ON SCHEDULED SUNDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	166	61.7	93,007	53.8
AMOUNT PER HOUR				
$.20	2	.7	323	.2
$.25	5	1.9	1,395	.8
$.26	1	.4	422	.2
$.30	1	.4	175	.1
$.35	3	1.1	2,069	1.2
$.40	2	.7	825	.5
$.50	35	13.0	38,524	22.3
$.56	1	.4	1,408	.8
$.60	1	.4	100	.1
$.61	1	.4	800	.5
$.75	1	.4	121	.1
$1.00	11	4.1	4,663	2.7
$1.25	4	1.5	861	.5
$1.50	1	.4	180	.1
$1.55	1	.4	200	.1
$1.75	1	.4	100	.1
$2.00	1	.4	110	.1
PER CENT OF WAGES				
50.0 PER CENT	1	.4	2,739	1.6
TIME RATE PAYMENT				
TIME AND ONE-QUARTER	1	.4	1,500	.9
TIME AND ONE-HALF	12	4.5	7,284	4.2
DOUBLE TIME	6	2.2	3,465	2.0
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	.4	3,500	2.0
NOT SPECIFIED	3	1.1	2,394	1.4
OTHER	7	2.6	6,855	4.0
TOTAL	269	100.0	173,020	100.0

TABLE 41 SECOND SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	42	15.6	16,754	9.7
AMOUNT PER HOUR				
$.15	1	.4	770	.4
$.20	2	.7	365	.2
$.23	1	.4	197	.1
$.25	14	5.2	2,641	1.5
$.28	1	.4	636	.4
$.30	10	3.7	3,445	2.0
$.31	8	3.0	1,807	1.0
$.35	15	5.6	8,506	4.9
$.37	1	.4	121	.1
$.40	20	7.4	13,404	7.7
$.44	1	.4	135	.1
$.45	14	5.2	6,403	3.7
$.49	1	.4	119	.1
$.50	15	5.6	19,102	11.0
$.55	8	3.0	1,075	.6
$.60	6	2.2	9,498	5.5
$.61	4	1.5	1,785	1.0
$.65	4	1.5	1,837	1.1
$.66	1	.4	100	.1
$.67	1	.4	470	.3
$.68	2	.7	855	.5
$.69	1	.4	150	.1
$.70	1	.4	212	.1
$.74	1	.4	250	.1
$.75	26	9.7	18,418	10.6
$.77	1	.4	800	.5
$.83	2	.7	1,409	.8
$.85	3	1.1	732	.4
$1.00	44	16.4	47,987	27.7
$1.20	1	.4	115	.1
$1.25	1	.4	120	.1
$1.50	1	.4	1,000	.6
$2.00	3	1.1	550	.3
FLAT AMOUNT PER SHIFT				
$ 7.00 PER SHIFT	2	.7	434	.3
PER CENT OF WAGES				
4.0 PER CENT	2	.7	1,104	.6
6.0 PER CENT	1	.4	450	.3
7.0 PER CENT	1	.4	1,856	1.1
10.0 PER CENT	1	.4	3,800	2.2
15.0 PER CENT	1	.4	150	.1
TIME DIFFERENTIAL				
8.0 HOURS PAY FOR 7.0 HOURS WORK	2	.7	1,108	.6
8.0 HOURS PAY FOR 7.5 HOURS WORK	1	.4	2,000	1.2
NOT SPECIFIED	1	.4	350	.2
TOTAL	269	100.0	173,020	100.0

TABLE 42 THIRD SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	47	17.5	20,558	11.9
AMOUNT PER HOUR				
$.15	2	.7	1,870	1.1
$.20	1	.4	103	.1
$.25	5	1.9	957	.6
$.30	12	4.5	2,480	1.4
$.31	6	2.2	1,423	.8
$.35	17	6.3	10,044	5.8
$.37	1	.4	121	.1
$.40	13	4.8	8,575	5.0
$.45	14	5.2	7,543	4.4
$.46	1	.4	197	.1
$.50	17	6.3	19,508	11.3
$.55	6	2.2	765	.4
$.60	5	1.9	2,117	1.2
$.65	5	1.9	9,236	5.3
$.70	2	.7	387	.2
$.73	1	.4	800	.5
$.74	1	.4	250	.1
$.75	30	11.2	17,873	10.3
$.77	3	1.1	1,610	.9
$.80	2	.7	235	.1
$.83	2	.7	1,409	.8
$.85	2	.7	581	.3
$1.00	47	17.5	49,168	28.4
$1.09	1	.4	175	.1
$1.16	1	.4	100	.1
$1.20	3	1.1	950	.5
$1.21	1	.4	525	.3
$1.25	1	.4	120	.1
$1.50	1	.4	1,000	.6
$2.00	4	1.5	568	.3
$2.50	1	.4	200	.1
FLAT AMOUNT PER SHIFT				
$ 7.00 PER SHIFT	2	.7	434	.3
FLAT AMOUNT PER MONTH				
$57.75 PER MONTH	1	.4	100	.1
PER CENT OF WAGES				
6.0 PER CENT	2	.7	554	.3
7.0 PER CENT	1	.4	1,000	.6
10.0 PER CENT	2	.7	5,656	3.3
15.0 PER CENT	1	.4	150	.1
TIME DIFFERENTIAL				
8.0 HOURS PAY FOR 7.0 HOURS WORK	3	1.1	3,108	1.8
8.0 HOURS PAY FOR 7.5 HOURS WORK	1	.4	220	.1
NOT SPECIFIED	1	.4	350	.2
TOTAL	269	100.0	173,020	100.0

TABLE 43 SPLIT SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	260	96.7	165,920	95.9
AMOUNT PER HOUR				
$.25	1	.4	135	.1
$.30	1	.4	355	.2
$.40	1	.4	575	.3
$.50	1	.4	200	.1
$.64	1	.4	119	.1
FLAT AMOUNT PER SHIFT				
$ 1.25 PER SHIFT	1	.4	232	.1
$ 2.00 PER SHIFT	1	.4	2,739	1.6
$ 2.25 PER SHIFT	1	.4	1,292	.7
OTHER	1	.4	1,453	.8
TOTAL	269	100.0	173,020	100.0

TABLE 44 PREMIUM PAY FOR DIRTY WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	251	93.3	141,508	81.8
AMOUNT PER HOUR				
$.40	2	.7	3,830	2.2
$.50	1	.4	135	.1
$1.30	1	.4	1,000	.6
FLAT AMOUNT PER SHIFT				
$ 5.90 PER SHIFT	11	4.1	23,677	13.7
PER CENT OF WAGES				
10.0 PER CENT	1	.4	650	.4
20.0 PER CENT	1	.4	120	.1
OTHER	1	.4	2,100	1.2
TOTAL	269	100.0	173,020	100.0

TABLE 45 PREMIUM PAY FOR HAZARDOUS WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	235	87.4	129,613	74.9
AMOUNT PER HOUR				
$.30	1	.4	900	.5
$.40	2	.7	3,605	2.1
$.50	2	.7	2,101	1.2
$.60	2	.7	399	.2
$.80	1	.4	250	.1
$.90	1	.4	125	.1
$1.00	1	.4	230	.1
$1.30	2	.7	900	.5
$5.00	2	.7	392	.2
FLAT AMOUNT PER SHIFT				
$ 5.90 PER SHIFT	1	.4	1,714	1.0
TIME RATE PAYMENT				
STRAIGHT TIME	1	.4	3,655	2.1
TIME AND ONE-HALF	1	.4	1,408	.8
DOUBLE TIME	2	.7	1,582	.9
NOT SPECIFIED	1	.4	1,100	.6
OTHER	14	5.2	25,046	14.5
TOTAL	269	100.0	173,020	100.0

TABLE 46 PREMIUM PAY FOR ABNORMAL WORKING CONDITIONS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	225	83.6	125,672	72.6
AMOUNT PER HOUR				
$.30	1	.4	300	.2
$.40	3	1.1	2,327	1.3
$.60	2	.7	349	.2
$.70	2	.7	1,135	.7
$.80	2	.7	950	.5
$1.00	1	.4	600	.3
$6.70	1	.4	800	.5
FLAT AMOUNT PER SHIFT				
$ 2.50 PER SHIFT	1	.4	345	.2
$ 3.00 PER SHIFT	1	.4	180	.1
$ 5.00 PER SHIFT	1	.4	200	.1
$ 8.50 PER SHIFT	1	.4	864	.5
$25.00 PER SHIFT	4	1.5	2,461	1.4
$27.50 PER SHIFT	1	.4	287	.2
$30.00 PER SHIFT	1	.4	1,629	.9
$35.00 PER SHIFT	6	2.2	16,872	9.8
PER CENT OF WAGES				
10.0 PER CENT	1	.4	6,000	3.5
20.0 PER CENT	1	.4	120	.1
TIME RATE PAYMENT				
TIME AND ONE-HALF	1	.4	3,655	2.1
NOT SPECIFIED	2	.7	455	.3
OTHER	11	4.1	7,819	4.5
TOTAL	269	100.0	173,020	100.0

TABLE 47 STAND-BY OR ON-CALL ADJUSTMENTS

PAY PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	178	66.2	90,772	52.5
PROVISION EXISTS	91	33.8	82,248	47.5
TOTAL	269	100.0	173,020	100.0

TABLE 48 REPORTING PAY GUARANTEES

MINIMUM GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	108	40.1	70,114	40.5
2.0 HOURS OF WORK OR PAY	12	4.5	10,129	5.9
3.0 HOURS OF WORK OR PAY	35	13.0	44,148	25.5
4.0 HOURS OF WORK OR PAY	70	26.0	22,155	12.8
8.0 HOURS OF WORK OR PAY	3	1.1	587	.3
VARIES DEPENDING ON WORK OR NOT	36	13.4	24,125	13.9
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	5	1.9	1,762	1.0
TOTAL	269	100.0	173,020	100.0

TABLE 49 CALL-BACK PAY GUARANTEES

MINIMUM GUARANTEE AND RATE OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	42	15.6	17,350	10.0
MINIMUM OF 1.0 HOURS AT TIME AND ONE-HALF	1	.4	300	.2
MINIMUM OF 2.0 HOURS AT				
TIME AND ONE-HALF	12	4.5	11,156	6.4
DOUBLE TIME	35	13.0	31,077	18.0
MINIMUM OF 2.5 HOURS AT DOUBLE TIME	5	1.9	2,910	1.7
MINIMUM OF 3.0 HOURS AT				
STRAIGHT TIME	1	.4	220	.1
TIME AND ONE-HALF	17	6.3	11,044	6.4
TIME AND THREE-QUARTERS	1	.4	220	.1
DOUBLE TIME	1	.4	125	.1
MINIMUM OF 4.0 HOURS AT				
STRAIGHT TIME	19	7.1	3,686	2.1
TIME AND ONE-HALF	7	2.6	1,419	.8
DOUBLE TIME	5	1.9	689	.4
MINIMUM OF 5.0 HOURS AT STRAIGHT TIME	1	.4	470	.3
MINIMUM OF 6.0 HOURS AT TIME AND ONE-HALF	1	.4	200	.1
MINIMUM OF 1.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	1	.4	115	.1
MINIMUM OF 2.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	6	2.2	1,472	.9
MINIMUM OF 3.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	3	1.1	2,029	1.2
MINIMUM OF 4.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	22	8.2	9,361	5.4
MINIMUM OF 5.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	1	.4	1,100	.6
MINIMUM OF 9.9 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	5	1.9	1,345	.8
MINIMUM OF 1.0 HOURS AT APPLICABLE OVERTIME RATE	7	2.6	9,551	5.5
MINIMUM OF 2.0 HOURS AT APPLICABLE OVERTIME RATE	30	11.2	39,382	22.8
MINIMUM OF 3.0 HOURS AT APPLICABLE OVERTIME RATE	10	3.7	14,619	8.4
MINIMUM OF 4.0 HOURS AT APPLICABLE OVERTIME RATE	20	7.4	7,153	4.1
MINIMUM OF 2.0 HOURS, RATE NOT SPECIFIED	2	.7	2,200	1.3

CONTINUED...

TABLE 49 (...CONTINUED) CALL-BACK PAY GUARANTEES

MINIMUM GUARANTEE AND RATE OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
MINIMUM OF 3.0 HOURS, RATE NOT SPECIFIED	1	.4	190	.1
MINIMUM OF 4.0 HOURS, RATE NOT SPECIFIED	3	1.1	685	.4
GUARANTEE OF $ 2.50 FOR EACH CALL-BACK	1	.4	195	.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	3	1.1	633	.4
OTHER	6	2.2	2,124	1.2
TOTAL	269	100.0	173,020	100.0

TABLE 50 WAGE OR EMPLOYMENT GUARANTEES

GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	244	90.7	163,113	94.3
WEEKLY WORK OR WAGE GUARANTEE	16	5.9	5,792	3.3
MONTHLY WORK OR WAGE GUARANTEE	1	.4	155	.1
ANNUAL WORK OR WAGE GUARANTEE	1	.4	100	.1
WEEKLY GUARANTEE, LIMITED TO SPECIFIED NUMBER OF EMPL. OR OCCUPATIONAL GROUPS	1	.4	135	.1
GUARANTEED WORK OR PAY VARIES BY OCCUPATIONAL GROUP	1	.4	1,453	.8
OTHER	5	1.9	2,272	1.3
TOTAL	269	100.0	173,020	100.0

TABLE 51 PAY ON TEMPORARY TRANSFERS TO LOWER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	165	61.3	131,489	76.0
EMPLOYEE RETAINS HIS RATE FOR DURATION OF TRANSFER	93	34.6	38,314	22.1
EMPLOYEE RETAINS HIS RATE ONLY FOR A SPECIFED PERIOD	8	3.0	2,545	1.5
OTHER	3	1.1	672	.4
TOTAL	269	100.0	173,020	100.0

TABLE 52 PAY ON TEMPORARY TRANSFERS TO HIGHER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	58	21.6	29,581	17.1
EMPLOYEE PAID HIGHER RATE FOR DURATION OF TRANSFER	59	21.9	29,941	17.3
EMPLOYEE PAID HIGHER RATE ONLY AFTER A SPECIFIED PERIOD	137	50.9	105,200	60.8
EMPLOYEE PAID HIGHER RATE FROM START OF TRANSFER OR AFTER A PERIOD OF TIME	8	3.0	6,309	3.6
OTHER	7	2.6	1,989	1.1
TOTAL	269	100.0	173,020	100.0

TABLE 53 PAID REST OR RELIEF PERIODS

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	78	29.0	38,502	22.3
1 PERIOD 15 MINUTES EACH	1	.4	189	.1
2 PERIODS, 10 MINUTES EACH	44	16.4	20,423	11.8
2 PERIODS, 12 MINUTES EACH	2	.7	322	.2
2 PERIODS, 15 MINUTES EACH	123	45.7	98,729	57.1
2 PERIODS, 20 MINUTES EACH	2	.7	3,143	1.8
2 PERIODS, DURATION VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	.7	570	.3
2 PERIODS, DURATION VARIES FOR MORNING AND AFTERNOON	3	1.1	2,977	1.7
2 PERIODS, DURATION NOT SPECIFIED	7	2.6	3,310	1.9
PERIODS AND DURATION NOT SPECIFIED	1	.4	1,500	.9
OTHER	6	2.2	3,355	1.9
TOTAL	269	100.0	173,020	100.0

TABLE 54 PAID CLEAN-UP OR CLOTHES CHANGING TIME

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	246	91.4	164,568	95.1
1 PERIOD 5 MINUTES EACH	10	3.7	3,317	1.9
1 PERIOD 10 MINUTES EACH	2	.7	212	.1
1 PERIOD 15 MINUTES EACH	1	.4	108	.1
1 PERIOD 30 MINUTES EACH	1	.4	120	.1
2 PERIODS, 10 MINUTES EACH	1	.4	2,100	1.2
1 PERIOD DURATION VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	.4	117	.1
2 PERIODS, DURATION VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	.4	250	.1
PERIODS AND DURATION NOT SPECIFIED	6	2.2	2,228	1.3
TOTAL	269	100.0	173,020	100.0

TABLE 55 NUMBER OF PAID HOLIDAYS

ANNUAL ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	.7	3,610	2.1
8 FULL HOLIDAYS	2	.7	2,250	1.3
9 FULL HOLIDAYS	3	1.1	2,763	1.6
10 FULL HOLIDAYS	77	28.6	37,163	21.5
10 FULL HOLIDAYS PLUS 2 HALF HOLIDAYS	3	1.1	522	.3
10 FULL HOLIDAYS PLUS 3 HALF HOLIDAYS	1	.4	250	.1
11 FULL HOLIDAYS	107	39.8	66,384	38.4
11 FULL HOLIDAYS PLUS 1 HALF HOLIDAY	13	4.8	15,892	9.2
11 FULL HOLIDAYS PLUS 2 HALF HOLIDAYS	4	1.5	679	.4
11 FULL HOLIDAYS PLUS 3 HALF HOLIDAYS	1	.4	770	.4
12 FULL HOLIDAYS	41	15.2	36,449	21.1
12 FULL HOLIDAYS PLUS 1 HALF HOLIDAY	2	.7	520	.3
13 FULL HOLIDAYS	4	1.5	872	.5
14 FULL HOLIDAYS	1	.4	475	.3
15 FULL HOLIDAYS	1	.4	106	.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	5	1.9	3,559	2.1
PROVISION FOR PAID HOLIDAYS BUT NUMBER NOT SPECIFIED	2	.7	756	.4
TOTAL	269	100.0	173,020	100.0

TABLE 56 YEAR-END HOLIDAY PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	266	98.9	171,641	99.2
PROVISION EXISTS	3	1.1	1,379	.8
TOTAL	269	100.0	173,020	100.0

TABLE 57 SERVICE REQUIREMENTS FOR HOLIDAY PAY

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	187	69.5	139,776	80.8
30 CALENDAR DAYS	35	13.0	16,257	9.4
90 CALENDAR DAYS	1	.4	470	.3
1 WORKING DAY	1	.4	140	.1
7 WORKING DAYS	1	.4	170	.1
30 WORKING DAYS	21	7.8	6,269	3.6
45 WORKING DAYS	1	.4	422	.2
60 WORKING DAYS	1	.4	145	.1
65 WORKING DAYS	6	2.2	1,139	.7
90 WORKING DAYS	1	.4	130	.1
4 WEEKS	1	.4	236	.1
5 WEEKS	1	.4	161	.1
1 MONTH	3	1.1	640	.4
3 MONTHS	1	.4	103	.1
5 MONTHS	1	.4	1,612	.9
6 MONTHS	1	.4	175	.1
NOT SPECIFIED	2	.7	4,500	2.6
OTHER	4	1.5	675	.4
TOTAL	269	100.0	173,020	100.0

TABLE 58 WORK REQUIREMENTS FOR HOLIDAY PAY

WORK REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	88	32.7	67,590	39.1
DAY BEFORE AND AFTER HOLIDAY	171	63.6	101,715	58.8
DAY BEFORE OR AFTER HOLIDAY	5	1.9	2,125	1.2
DURING HOLIDAY WEEK OR OTHER PERIOD	4	1.5	1,112	.6
COMBINATIONS	1	.4	478	.3
TOTAL	269	100.0	173,020	100.0

TABLE 59 LOSS OF HOLIDAY PAY - FAILURE TO REPORT FOR SCHEDULED WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	211	78.4	125,944	72.8
PROVISION EXISTS	58	21.6	47,076	27.2
TOTAL	269	100.0	173,020	100.0

TABLE 60 PAY FOR HOLIDAYS FALLING ON SATURDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	168	62.5	130,085	75.2
PRECEDING FRIDAY OFF WITH PAY	12	4.5	2,714	1.6
FOLLOWING MONDAY OFF WITH PAY	33	12.3	10,819	6.3
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY	25	9.3	16,214	9.4
ANOTHER DAY OFF WITH PAY	13	4.8	8,482	4.9
EXTRA DAYS PAY	2	.7	327	.2
ANOTHER DAY OFF WITH PAY OR EXTRA DAYS PAY	5	1.9	1,345	.8
FOLLOWING MONDAY OR ANOTHER DAY OFF WITH PAY	3	1.1	535	.3
PRECEDING FRIDAY OR FOLLOWING MONDAY OR ANOTHER DAY OFF WITH PAY	2	.7	588	.3
ACCORDING TO GOVERNMENT REGULATIONS	1	.4	261	.2
OTHER	5	1.9	1,650	1.0
TOTAL	269	100.0	173,020	100.0

TABLE 61 PAY FOR HOLIDAYS FALLING ON SUNDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	147	54.6	121,667	70.3
FOLLOWING MONDAY OFF WITH PAY	64	23.8	21,331	12.3
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY	24	8.9	16,094	9.3
ANOTHER DAY OFF WITH PAY	17	6.3	9,249	5.3
ANOTHER DAY OFF WITH PAY OR EXTRA DAYS PAY	5	1.9	1,345	.8
FOLLOWING MONDAY OR ANOTHER DAY OFF WITH PAY	3	1.1	535	.3
PRECEDING FRIDAY OR FOLLOWING MONDAY OR ANOTHER DAY OFF WITH PAY	2	.7	588	.3
ACCORDING TO GOVERNMENT REGULATIONS	3	1.1	1,561	.9
OTHER	4	1.5	650	.4
TOTAL	269	100.0	173,020	100.0

TABLE 62 COMPENSATION FOR HOLIDAYS FALLING WITHIN VACATION PERIOD

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	78	29.0	48,556	28.1
EXTRA DAYS VACATION WITH PAY	126	46.8	85,404	49.4
EXTRA DAYS PAY	10	3.7	3,263	1.9
EXTRA DAYS VACATION WITH PAY OR EXTRA DAYS PAY	55	20.4	35,797	20.7
TOTAL	269	100.0	173,020	100.0

TABLE 63 COMPENSATION FOR HOLIDAYS FALLING ON SCHEDULED DAYS OFF

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	133	49.4	58,518	33.8
EXTRA DAY OFF WITH PAY	74	27.5	73,521	42.5
EXTRA DAYS PAY	11	4.1	5,105	3.0
EXTRA DAY OFF OR EXTRA DAYS PAY	51	19.0	35,876	20.7
TOTAL	269	100.0	173,020	100.0

TABLE 64 COMPENSATION FOR WORK ON PAID HOLIDAYS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	5.9	7,177	4.1
STRAIGHT TIME PLUS HOLIDAY PAY	3	1.1	1,660	1.0
TIME AND ONE-HALF PLUS HOLIDAY PAY	41	15.2	10,476	6.1
TIME AND THREE-QUARTERS PLUS HOLIDAY PAY	1	.4	220	.1
DOUBLE TIME PLUS HOLIDAY PAY	96	35.7	66,839	38.6
DOUBLE TIME AND ONE-HALF PLUS HOLIDAY PAY	4	1.5	1,370	.8
TRIPLE TIME PLUS HOLIDAY PAY	4	1.5	782	.5
STRAIGHT TIME PLUS ANOTHER DAY OFF WITH PAY	4	1.5	852	.5
TIME AND ONE-HALF, PLUS ANOTHER DAY OFF WITH PAY	16	5.9	9,271	5.4
DOUBLE TIME PLUS ANOTHER DAY OFF WITH PAY	3	1.1	4,075	2.4
TIME AND ONE-HALF PLUS HOLIDAY PAY OR ANOTHER DAY OFF WITH PAY	31	11.5	21,790	12.6
TIME AND THREE-QUARTERS PLUS HOLIDAY PAY OR ANOTHER DAY OFF WITH PAY	1	.4	512	.3
DOUBLE TIME PLUS HOLIDAY PAY OR ANOTHER DAY OFF WITH PAY	4	1.5	1,951	1.1
DAY AND ONE-HALF OFF WITH PAY OR EXTRA DAY AND ONE-HALF PAY PLUS HOLIDAY PAY	4	1.5	2,387	1.4
TIME AND ONE-HALF OR EQUIVALENT TIME OFF PLUS HOLIDAY PAY	2	.7	1,445	.8
TIME AND ONE-HALF OR TIME AND ONE-HALF OFF PLUS HOLIDAY PAY	15	5.6	27,753	16.0
DOUBLE TIME OR DOUBLE TIME OFF PLUS HOLIDAY PAY	8	3.0	7,103	4.1
VARIES WITH NUMBER OF HOURS WORKED OR FOR DIFFERENT HOLIDAYS	9	3.3	2,130	1.2
NOT SPECIFIED	3	1.1	357	.2
OTHER	4	1.5	4,870	2.8
TOTAL	269	100.0	173,020	100.0

TABLE 65 LENGTH OF SERVICE FOR TWO WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	74	27.5	55,369	32.0
SIX MONTHS BUT LESS THAN ONE YEAR	65	24.2	70,629	40.8
1 YEAR	119	44.2	40,249	23.3
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	6	2.2	4,839	2.8
OTHER	5	1.9	1,934	1.1
TOTAL	269	100.0	173,020	100.0

TABLE 66 LENGTH OF SERVICE FOR THREE WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	11.2	25,500	14.7
1 YEAR	97	36.1	86,181	49.8
2 YEARS	34	12.6	18,318	10.6
3 YEARS	49	18.2	16,213	9.4
4 YEARS	18	6.7	4,162	2.4
5 YEARS	25	9.3	5,317	3.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	14	5.2	16,904	9.8
OTHER	2	.7	425	.2
TOTAL	269	100.0	173,020	100.0

*For Explanation see Number 7 in the Definition at page IX

TABLE 67 LENGTH OF SERVICE FOR FOUR WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	34	12.6	26,150	15.1
1 YEAR	1	.4	245	.1
2 YEARS	3	1.1	484	.3
3 YEARS	13	4.8	12,146	7.0
4 YEARS	12	4.5	10,883	6.3
5 YEARS	9	3.3	2,450	1.4
6 YEARS	7	2.6	1,043	.6
7 YEARS	12	4.5	6,901	4.0
8 YEARS	78	29.0	63,771	36.9
9 YEARS	26	9.7	17,808	10.3
10 YEARS	39	14.5	10,759	6.2
11 YEARS	6	2.2	1,684	1.0
12 YEARS	7	2.6	1,217	.7
14 YEARS	2	.7	260	.2
15 YEARS	4	1.5	758	.4
17 YEARS	1	.4	250	.1
18 YEARS	1	.4	105	.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	14	5.2	16,106	9.3
TOTAL	269	100.0	173,020	100.0

*For Explanation see Number 7 in the Definition at page IX

TABLE 68 LENGTH OF SERVICE FOR FIVE WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	59	21.9	30,759	17.8
3 YEARS	1	.4	387	.2
7 YEARS	2	.7	295	.2
8 YEARS	1	.4	189	.1
10 YEARS	3	1.1	665	.4
11 YEARS	1	.4	245	.1
12 YEARS	5	1.9	1,133	.7
13 YEARS	18	6.7	7,670	4.4
14 YEARS	15	5.6	8,970	5.2
15 YEARS	45	16.7	34,779	20.1
16 YEARS	6	2.2	8,066	4.7
17 YEARS	12	4.5	5,371	3.1
18 YEARS	40	14.9	47,704	27.6
19 YEARS	10	3.7	6,827	3.9
20 YEARS	38	14.1	15,754	9.1
21 YEARS	2	.7	371	.2
22 YEARS	3	1.1	1,050	.6
23 YEARS	1	.4	422	.2
25 YEARS	2	.7	317	.2
30 YEARS	2	.7	220	.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	3	1.1	1,826	1.1
TOTAL	269	100.0	173,020	100.0

*For Explanation see Number 7 in the Definition at page IX

TABLE 69 LENGTH OF SERVICE FOR SIX WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	128	47.6	79,079	45.7
15 YEARS	3	1.1	740	.4
16 YEARS	1	.4	175	.1
18 YEARS	17	6.3	6,820	3.9
20 YEARS	13	4.8	4,606	2.7
23 YEARS	3	1.1	540	.3
24 YEARS	9	3.3	5,215	3.0
25 YEARS	80	29.7	69,792	40.3
26 YEARS	1	.4	1,100	.6
27 YEARS	1	.4	120	.1
28 YEARS	1	.4	120	.1
29 YEARS	1	.4	1,000	.6
30 YEARS	9	3.3	2,077	1.2
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	.7	1,636	.9
TOTAL	269	100.0	173,020	100.0

TABLE 70 MAXIMUM PAID VACATION *

MAXIMUM VACATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	27	10.0	24,435	14.1
THREE WEEKS	5	1.9	909	.5
FOUR WEEKS	26	9.7	4,789	2.8
FIVE WEEKS	65	24.2	47,790	27.6
FIVE AND ONE-HALF WEEKS	1	.4	245	.1
SIX WEEKS	105	39.0	77,760	44.9
SEVEN WEEKS	34	12.6	15,270	8.8
EIGHT WEEKS	2	.7	200	.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	.7	816	.5
NOT SPECIFIED	1	.4	680	.4
OTHER	1	.4	126	.1
TOTAL	269	100.0	173,020	100.0

*For Explanation see Number 7 in the Definition at page IX

TABLE 71 PAY IN LIEU OF VACATIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	223	82.9	135,481	78.3
PROVISION EXISTS	46	17.1	37,539	21.7
TOTAL	269	100.0	173,020	100.0

TABLE 72 PAID SICK LEAVE (CASUAL ILLNESS)*

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	130	48.3	64,286	37.2
CASUAL ILLNESS LEAVE	60	22.3	27,585	15.9
GENERAL ILLNESS LEAVE	2	.7	2,489	1.4
COMBINATION CASUAL AND GENERAL ILLNESS LEAVE	75	27.9	77,344	44.7
OTHER	2	.7	1,316	.8
TOTAL	269	100.0	173,020	100.0

TABLE 73 SERVICE REQUIREMENTS FOR PAID SICK LEAVE *

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	173	64.3	91,350	52.8
30 CALENDAR DAYS	3	1.1	2,095	1.2
20 WORKING DAYS	1	.4	1,542	.9
42 WORKING DAYS	1	.4	4,038	2.3
45 WORKING DAYS	1	.4	200	.1
60 WORKING DAYS	5	1.9	3,994	2.3
65 WORKING DAYS	10	3.7	13,457	7.8
90 WORKING DAYS	3	1.1	395	.2
1 MONTHS	15	5.6	26,270	15.2
3 MONTHS	30	11.2	19,934	11.5
4 MONTHS	1	.4	450	.3
5 MONTHS	1	.4	335	.2
6 MONTHS	7	2.6	4,883	2.8
12 MONTHS	14	5.2	2,870	1.7
OTHER	4	1.5	1,207	.7
TOTAL	269	100.0	173,020	100.0

*For Explanation see Number 8 in the Definition at page IX

TABLE 74 AMOUNT OF PAID SICK LEAVE *

AMOUNT OF LEAVE PER YEAR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	140	52.0	73,129	42.3
3 DAYS	1	.4	232	.1
4 DAYS	1	.4	100	.1
5 DAYS	7	2.6	2,114	1.2
6 DAYS	9	3.3	3,334	1.9
9 DAYS	2	.7	580	.3
10 DAYS	29	10.8	31,378	18.1
12 DAYS	10	3.7	1,781	1.0
15 DAYS	4	1.5	548	.3
16 DAYS	1	.4	104	.1
18 DAYS	36	13.4	37,457	21.6
20 DAYS	2	.7	610	.4
22 DAYS	3	1.1	2,220	1.3
24 DAYS	6	2.2	3,664	2.1
25 DAYS	1	.4	115	.1
VARIES WITH LENGTH OF SERVICE	12	4.5	13,305	7.7
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	.4	190	.1
OTHER	4	1.5	2,159	1.2
TOTAL	269	100.0	173,020	100.0

*For Explanation see Number 8 in the Definition at page IX

TABLE 75 MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE *

MAXIMUM ACCUMULATION ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	150	55.8	78,519	45.4
UNDER 60 DAYS	28	10.4	7,772	4.5
60 - 89 DAYS	10	3.7	4,392	2.5
90 - 119 DAYS	22	8.2	28,872	16.7
120 - 149 DAYS	31	11.5	33,236	19.2
150 - 179 DAYS	3	1.1	2,220	1.3
180 - 209 DAYS	10	3.7	7,842	4.5
VARIES WITH LENGTH OF SERVICE	9	3.3	5,408	3.1
NO LIMIT SPECIFIED	2	.7	2,650	1.5
SICK LEAVE CONVERTED TO CASH AT YEAR END	1	.4	100	.1
OTHER	3	1.1	2,009	1.2
TOTAL	269	100.0	173,020	100.0

TABLE 76 PAYMENT OF UNUSED SICK LEAVE ON TERMINATION OF EMPLOYMENT*

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	256	95.2	165,366	95.6
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT				
25.0 PER CENT	2	.7	1,187	.7
50.0 PER CENT	2	.7	2,720	1.6
100.0 PER CENT	8	3.0	3,547	2.1
PER CENT NOT SPECIFIED	1	.4	200	.1
TOTAL	269	100.0	173,020	100.0

*For Explanation see Number 8 in the Definition at page IX

TABLE 77 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON TERMINATION *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	256	95.2	165,366	95.6
15 DAYS	1	.4	2,520	1.5
20 DAYS	2	.7	310	.2
26 DAYS	2	.7	858	.5
28 DAYS	2	.7	570	.3
30 DAYS	2	.7	1,187	.7
60 DAYS	1	.4	200	.1
OTHER	3	1.1	2,009	1.2
TOTAL	269	100.0	173,020	100.0

TABLE 78 PAYMENT FOR UNUSED SICK LEAVE ON RETIREMENT *

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	251	93.3	163,339	94.4
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT				
25.0 PER CENT	1	.4	300	.2
50.0 PER CENT	1	.4	2,520	1.5
66.6 PER CENT	1	.4	200	.1
100.0 PER CENT	12	4.5	6,135	3.5
PER CENT NOT SPECIFIED	3	1.1	526	.3
TOTAL	269	100.0	173,020	100.0

TABLE 79 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON RETIREMENT *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	251	93.3	163,339	94.4
15 DAYS	1	.4	2,520	1.5
20 DAYS	3	1.1	506	.3
23 DAYS	1	.4	300	.2
26 DAYS	5	1.9	1,904	1.1
28 DAYS	3	1.1	2,112	1.2
80 DAYS	1	.4	200	.1
OTHER	4	1.5	2,139	1.2
TOTAL	269	100.0	173,020	100.0

*For Explanation see Number 8 in the Definition at page IX

TABLE 80 PAYMENT FOR UNUSED SICK LEAVE ON DEATH*

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	267	99.3	170,306	98.4
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT 100.0 PER CENT	1	.4	1,856	1.1
PER CENT NOT SPECIFIED	1	.4	858	.5
TOTAL	269	100.0	173,020	100.0

TABLE 81 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID FOR ON DEATH *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	267	99.3	170,306	98.4
200 DAYS	1	.4	1,856	1.1
OTHER	1	.4	858	.5
TOTAL	269	100.0	173,020	100.0

TABLE 82 INJURY PAY PROVISIONS **

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	194	72.1	121,099	70.0
PROVISION EXISTS	75	27.9	51,921	30.0
TOTAL	269	100.0	173,020	100.0

TABLE 83 WORKERS COMPENSATION PAY SUPPLEMENTS

AMOUNT OF SUPPLEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	162	60.2	70,221	40.6
FULL DIFFERENCE BETWEEN REGULAR PAY AND COMPENSATION PAY	55	20.4	56,402	32.6
PART OF DIFFERENCE BETWEEN REGULAR PAY AND COMPENSATION PAY	3	1.1	720	.4
FULL DIFFERENCE FOR A PERIOD OF TIME AND PART OF DIFFERENCE THEREAFTER	11	4.1	7,937	4.6
FULL DIFFERENCE BETWEEN REGULAR AND COMPENSATION PAY TAKEN FROM SICK LEAVE	31	11.5	34,875	20.2
OTHER	7	2.6	2,865	1.7
TOTAL	269	100.0	173,020	100.0

*For Explanation see Number 8 in the Definition at page IX

**For Explanation see Number 9 in the Definition at page IX

TABLE 84 MAXIMUM PERIOD OF WORKERS COMPENSATION PAY SUPPLEMENTS

MAXIMUM PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	169	62.8	76,019	43.9
2 MONTHS	1	.4	470	.3
3 MONTHS	14	5.2	6,299	3.6
4 MONTHS	16	5.9	27,918	16.1
5 MONTHS	1	.4	106	.1
6 MONTHS	1	.4	100	.1
12 MONTHS	2	.7	400	.2
13 MONTHS	2	.7	4,947	2.9
24 MONTHS	3	1.1	695	.4
UNTIL UNUSED SICK LEAVE IS EXHAUSTED	35	13.0	36,595	21.2
UNTIL TERMIN., RETIREMNT OR COMMENCEMNT	2	.7	4,358	2.5
NOT SPECIFIED	17	6.3	11,710	6.8
OTHER	6	2.2	3,403	2.0
TOTAL	269	100.0	173,020	100.0

TABLE 85 PAID JURY DUTY LEAVE

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	86	32.0	46,917	27.1
DIFFERENCE BETWEEN REGULAR PAY AND JURY FEES	176	65.4	119,797	69.2
PART OF DIFFERENCE BETWEEN REGULAR PAY AND JURY FEES	1	.4	140	.1
REGULAR PAY PLUS JURY DUTY FEES	2	.7	393	.2
NOT SPECIFIED	3	1.1	4,059	2.3
OTHER	1	.4	1,714	1.0
TOTAL	269	100.0	173,020	100.0

TABLE 86

PAID BEREAVEMENT LEAVE

MAXIMUM NUMBER OF DAYS ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	41	15.2	31,785	18.4
IMMEDIATE FAMILY ONLY				
3.0 DAYS	54	20.1	11,075	6.4
4.0 DAYS	9	3.3	5,036	2.9
5.0 DAYS	15	5.6	14,456	8.4
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, .5 DAYS FOR CLOSE OR OTHER RELATIVES	1	.4	245	.1
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE OR OTHER RELATIVES	14	5.2	3,583	2.1
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 2.0 DAYS FOR CLOSE OR OTHER RELATIVES	2	.7	435	.3
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 3.0 DAYS FOR CLOSE OR OTHER RELATIVES	1	.4	110	.1
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, LEAVE FOR CLOSE OR OTHER RELATIVES AT EMPLOYERS DISCRETION	1	.4	135	.1
4.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE OR OTHER RELATIVES	1	.4	355	.2
4.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 3.0 DAYS FOR CLOSE OR OTHER RELATIVES	1	.4	261	.2
5.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE OR OTHER RELATIVES	2	.7	715	.4
5.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 3.0 DAYS FOR CLOSE OR OTHER RELATIVES	1	.4	140	.1
5.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, LEAVE FOR CLOSE OR OTHER RELATIVES AT EMPLOYERS DISCRETION	1	.4	218	.1
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, .5 DAYS FOR CLOSE RELATIVES AND 2.0 DAYS FOR ADD TRAVEL TIME	2	.7	600	.3
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, .5 DAYS FOR CLOSE RELATIVES AND LEAVE FOR OTHER RELATIVES AT EMPLOYERS DISCRETION	1	.4	1,100	.6
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE RELATIVES AND 2.0 DAYS FOR ADD TRAVEL TIME	5	1.9	3,610	2.1
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE RELATIVES AND LEAVE FOR OTHER RELATIVES AT EMPLOYERS DISCRETION	1	.4	3,500	2.0
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 2.0 DAYS FOR CLOSE RELATIVES AND 1.0 DAYS FOR ADD TRAVEL TIME	1	.4	167	.1
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 2.0 DAYS FOR CLOSE RELATIVES AND 2.0 DAYS FOR ADD TRAVEL TIME	9	3.3	4,992	2.9

CONTINUED...

TABLE 86 (...CONTINUED) PAID BEREAVEMENT LEAVE

MAXIMUM NUMBER OF DAYS ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
4.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 2.0 DAYS FOR CLOSE RELATIVES AND 2.0 DAYS FOR ADD TRAVEL TIME	1	.4	250	.1
4.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 3.0 DAYS FOR CLOSE RELATIVES AND LEAVE FOR OTHER RELATIVES AT EMPLOYERS DISCRETION	1	.4	110	.1
3.0 DAYS BASIC LEAVE WITH 1.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	3	1.1	484	.3
3.0 DAYS BASIC LEAVE WITH 2.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	55	20.4	68,345	39.5
3.0 DAYS BASIC LEAVE WITH 3.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	2	.7	325	.2
3.0 DAYS BASIC LEAVE WITH ADDITIONAL DAYS IF TRAVEL INVOLVED, AT EMPLOYERS DISCRETION	2	.7	241	.1
4.0 DAYS BASIC LEAVE WITH 1.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	1	.4	345	.2
4.0 DAYS BASIC LEAVE WITH 2.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	3	1.1	399	.2
4.0 DAYS BASIC LEAVE WITH ADDITIONAL DAYS IF TRAVEL INVOLVED, AT EMPLOYERS DISCRETION	1	.4	1,453	.8
5.0 DAYS BASIC LEAVE WITH 2.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	9	3.3	2,964	1.7
5.0 DAYS BASIC LEAVE WITH 4.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	1	.4	220	.1
NOT SPECIFIED	24	8.9	12,354	7.1
OTHER	3	1.1	3,012	1.7
TOTAL	269	100.0	173,020	100.0

TABLE 87 SERVICE REQUIREMENTS FOR MATERNITY LEAVE

SERVICE REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	126	46.8	52,398	30.3
2 MONTHS	7	2.6	5,237	3.0
3 MONTHS	5	1.9	5,097	2.9
4 MONTHS	2	.7	511	.3
5 MONTHS	1	.4	335	.2
6 MONTHS	18	6.7	22,417	13.0
9 MONTHS	2	.7	273	.2
10 MONTHS	2	.7	580	.3
12 MONTHS	90	33.5	69,321	40.1
20 MONTHS	1	.4	180	.1
OTHER	15	5.6	16,671	9.6
TOTAL	269	100.0	173,020	100.0

TABLE 88 LENGTH OF MATERNITY LEAVE

LENGTH OF LEAVE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	103	38.3	44,511	25.7
10 WEEKS	1	.4	180	.1
16 WEEKS	1	.4	180	.1
17 WEEKS	4	1.5	859	.5
18 WEEKS	19	7.1	5,532	3.2
20 WEEKS	9	3.3	10,197	5.9
21 WEEKS	3	1.1	530	.3
24 WEEKS	62	23.0	62,904	36.4
26 WEEKS	6	2.2	5,629	3.3
28 WEEKS	2	.7	1,320	.8
32 WEEKS	2	.7	210	.1
36 WEEKS	40	14.9	33,463	19.3
40 WEEKS	2	.7	1,120	.6
46 WEEKS	1	.4	335	.2
52 WEEKS	2	.7	617	.4
ACCORDING TO LEGISLATION	5	1.9	1,010	.6
NOT SPECIFIED	7	2.6	4,423	2.6
TOTAL	269	100.0	173,020	100.0

TABLE 89 SENIORITY STATUS DURING MATERNITY LEAVE

SENIORITY STATUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	176	65.4	118,345	68.4
SENIORITY RETAINED UP TO TIME MATERNITY LEAVE BEGINS	72	26.8	45,166	26.1
SENIORITY ACCUMULATES DURING ENTIRE MATERNITY LEAVE	12	4.5	6,135	3.5
SENIORITY ACCUMULATES DURING PART OF MATERNITY LEAVE	4	1.5	1,283	.7
REFERENCE TO SENIORITY STATUS NOT SPECIFIC OR CANNOT BE DETERMINED	4	1.5	1,956	1.1
OTHER	1	.4	135	.1
TOTAL	269	100.0	173,020	100.0

TABLE 90 MATERNITY LEAVE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	104	38.7	44,863	25.9
MATERNITY LEAVE PLAN EXISTS	165	61.3	128,157	74.1
TOTAL	269	100.0	173,020	100.0

TABLE 91 LEAVE OF ABSENCE FOR FULL-TIME UNION DUTIES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	152	56.5	113,807	65.8
PROVISION EXISTS	117	43.5	59,213	34.2
TOTAL	269	100.0	173,020	100.0

TABLE 92 LEAVE OF ABSENCE FOR UNION FUNCTIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	73	27.1	33,274	19.2
PROVISION EXISTS	196	72.9	139,746	80.8
TOTAL	269	100.0	173,020	100.0

TABLE 93 PAID LEAVE OF ABSENCE FOR PERSONAL REASONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	158	58.7	66,960	38.7
PATERNITY	62	23.0	56,635	32.7
CITIZENSHIP	2	.7	4,270	2.5
FAMILY ILLNESS	2	.7	670	.4
PATERNITY AND MOVING	1	.4	450	.3
PATERNITY AND CITIZENSHIP	2	.7	539	.3
PATERNITY AND FAMILY ILLNESS	3	1.1	595	.3
PATERNITY AND MARRIAGE	2	.7	2,106	1.2
MOVING AND FAMILY ILLNESS	4	1.5	1,015	.6
PATERNITY, MOVING AND FAMILY ILLNESS	4	1.5	5,630	3.3
PATERNITY,CITIZENSHIP AND FAMILY ILLNESS	1	.4	512	.3
PATERNITY, CITIZENSHIP AND MARRIAGE	1	.4	232	.1
PATERNITY, MOVING, CITIZENSHIP AND FAMILY ILLNESS	20	7.4	29,569	17.1
PATERNITY, MOVING, CITIZENSHIP, FAMILY ILLNESS AND MARRIAGE	1	.4	220	.1
PAID LEAVE OF ABSENCE FOR PERSONAL REASONS NOT SPECIFIED	5	1.9	3,487	2.0
OTHER	1	.4	130	.1
TOTAL	269	100.0	173,020	100.0

TABLE 94 LEAVE OF ABSENCE FOR EDUCATIONAL PURPOSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	184	68.4	94,562	54.7
LEAVE WITHOUT PAY	31	11.5	37,031	21.4
LEAVE WITH PARTIAL PAY	1	.4	636	.4
LEAVE WITH FULL PAY	32	11.9	20,423	11.8
LEAVE FOR EDUCATIONAL PURPOSES PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY	18	6.7	16,238	9.4
OTHER	3	1.1	4,130	2.4
TOTAL	269	100.0	173,020	100.0

TABLE 95 GRIEVANCE AND ARBITRATION PAY PROVISIONS *

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	132	49.1	72,381	41.8
GRIEVANCE PAY ONLY	123	45.7	90,399	52.2
ARBITRATION PAY ONLY	1	.4	350	.2
GRIEVANCE AND ARBITRATION PAY	13	4.8	9,890	5.7
TOTAL	269	100.0	173,020	100.0

TABLE 96 NEGOTIATION PAY PROVISIONS **

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	191	71.0	124,789	72.1
PROVISION EXISTS	78	29.0	48,231	27.9
TOTAL	269	100.0	173,020	100.0

TABLE 97 DANGEROUS WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	263	97.8	167,629	96.9
EMPLOYER MUST INFORM EMPLOYEE OF DANGER FACED ON THE JOB	3	1.1	1,330	.8
EMPLOYEE HAS RIGHT TO REFUSE DANGEROUS WORK	2	.7	3,800	2.2
EMPLOYEE MUST BE INFORMED OF DANGEROUS WORK AND HAS THE RIGHT TO REFUSE IT	1	.4	261	.2
TOTAL	269	100.0	173,020	100.0

*For Explanation see Number 10 in the Definition at page IX

**For Explanation see Number 11 in the Definition at page IX

TABLE 98 LABOUR MANAGEMENT SAFETY COMMITTEES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	111	41.3	52,710	30.5
PROVISION EXISTS	158	58.7	120,310	69.5
TOTAL	269	100.0	173,020	100.0

TABLE 99 SAFETY COMMITTEE PAY PROVISIONS

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	167	62.1	85,106	49.2
PROVISION EXISTS	102	37.9	87,914	50.8
TOTAL	269	100.0	173,020	100.0

TABLE 100 LABOUR-MANAGEMENT COMMITTEE

COMMITTEE PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	132	49.1	57,636	33.3
PROVISION FOR COMMITTEE WITH ONLY GENERAL STATEMENT OF ITS PURPOSE	122	45.4	109,171	63.1
PROVISION FOR COMMITTEE BUT RESTRICTED TO DISCUSSING A SPECIFIC LIST OF ITEMS	15	5.6	6,213	3.6
TOTAL	269	100.0	173,020	100.0

TABLE 101 ALLOWANCES FOR SAFETY SHOES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	193	71.7	128,245	74.1
SAFETY SHOES SUPPLIED AT NO COST TO EMPLOYEE	7	2.6	6,408	3.7
SAFETY SHOES SUPPLIED AT SOME COST TO EMPLOYEE	2	.7	1,558	.9
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF SAFETY SHOES	63	23.4	35,377	20.4
INITIAL SAFETY SHOES NO COST, MONETARY ALLOWANCE PROVIDED FOR REPLACEMENTS	1	.4	475	.3
MONETARY ALLOWANCE PROVIDED FOR INITIAL SAFETY SHOES,REPLACEMENTS AT SOME COST	3	1.1	957	.6
TOTAL	269	100.0	173,020	100.0

TABLE 102 ALLOWANCES FOR SAFETY GLASSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	240	89.2	155,229	89.7
SAFETY GLASSES SUPPLIED AT NO COST TO EMPLOYEE	22	8.2	12,699	7.3
SAFETY GLASSES SUPPLIED AT SOME COST TO EMPLOYEE	1	.4	3,800	2.2
SAFETY GLASSES REPLACED AT NO COST TO EMPLOYEE	2	.7	305	.2
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF SAFETY GLASSES	3	1.1	717	.4
INITIAL SAFETY GLASSES SUPPLIED NO COST TO EMPLOYEE, REPLACEMENTS AT SOME COST	1	.4	270	.2
TOTAL	269	100.0	173,020	100.0

TABLE 103 SUPPLY OF OR ALLOWANCES FOR WORK CLOTHING OR UNIFORMS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	102	37.9	55,465	32.1
SUPPLIED AT NO COST TO EMPLOYEES	134	49.8	107,139	61.9
SUPPLIED AT SOME COST TO EMPLOYEES	9	3.3	1,498	.9
EMPLOYER MAKES A MONETARY ALLOWANCE	18	6.7	6,593	3.8
INITIAL WORK CLOTHING SUPPLIED AT SOME COST, REPLACEMENTS AT NO COST	2	.7	375	.2
OTHER	4	1.5	1,950	1.1
TOTAL	269	100.0	173,020	100.0

TABLE 104 MAINTENANCE OF WORK CLOTHING

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	161	59.9	108,291	62.6
MAINTAINED AT NO COST TO EMPLOYEES	93	34.6	57,214	33.1
EMPLOYER MAKES MONETARY ALLOWANCE FOR MAINTENANCE OF WORK CLOTHING	13	4.8	7,245	4.2
OTHER	2	.7	270	.2
TOTAL	269	100.0	173,020	100.0

TABLE 105 ALLOWANCE FOR TOOLS

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	184	68.4	124,317	71.9
TOOLS SUPPLIED AT NO COST TO EMPLOYEE	18	6.7	4,463	2.6
TOOLS SUPPLIED AT SOME COST TO EMPLOYEE	1	.4	200	.1
TOOLS REPLACED AT NO COST TO EMPLOYEE	17	6.3	6,968	4.0
TOOLS REPLACED AT SOME COST TO EMPLOYEE	1	.4	400	.2
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF TOOLS	21	7.8	20,476	11.8
INSURANCE PROVIDED FOR EMPLOYEES TOOLS	10	3.7	4,941	2.9
TOOLS SUPPLIED AT NO COST AND INSURANCE PROVIDED	1	.4	108	.1
TOOLS REPLACED AT NO COST AND INSURANCE PROVIDED	6	2.2	7,267	4.2
TOOLS REPLACED AT SOME COST AND INSURANCE PROVIDED	1	.4	100	.1
MONETARY ALLOWANCE FOR PURCHASE OF TOOLS AND INSURANCE PROVIDED	6	2.2	3,080	1.8
OTHER	3	1.1	700	.4
TOTAL	269	100.0	173,020	100.0

TABLE 106 MEAL, LODGING AND PER DIEM ALLOWANCES ON TRAVEL STATUS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	205	76.2	108,336	62.6
MEAL ALLOWANCE (OR MEALS SUPPLIED)	2	.7	547	.3
LODGING ALLOWANCE (OR LODGING SUPPLIED)	5	1.9	1,577	.9
PER DIEM ALLOWANCE FOR INCIDENTAL EXPENSES	3	1.1	704	.4
MEAL AND LODGING ALLOWANCE, OR MEAL AND LODGING SUPPLIED	35	13.0	44,012	25.4
MEAL AND LODGING ALLOWANCE OR SUPPLIED PLUS PER DIEM ALLOWANCE	16	5.9	15,941	9.2
PER DIEM ALLOWANCE PROVIDED BUT ITEMS COVERED NOT SPECIFIED OR DETERMINED	1	.4	1,450	.8
OTHER	2	.7	453	.3
TOTAL	269	100.0	173,020	100.0

TABLE 107 TRAVEL TIME PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	204	75.8	113,395	65.5
PORTAL TO PORTAL PAY	4	1.5	10,630	6.1
PAY FOR TRAVEL TIME DIRECTLY RELATED TO THE JOB	49	18.2	35,451	20.5
PORTAL TO PORTAL PAY AND PAY FOR TRAVEL TIME DEIRECTLY RELATED TO THE JOB	10	3.7	10,377	6.0
OTHER	2	.7	3,167	1.8
TOTAL	269	100.0	173,020	100.0

TABLE 108 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	196	72.9	108,054	62.5
CENTS PER KILOMETER				
16.6 CENTS	4	1.5	2,259	1.3
17.0 CENTS	2	.7	3,625	2.1
17.4 CENTS	1	.4	500	.3
18.0 CENTS	1	.4	150	.1
20.0 CENTS	3	1.1	2,780	1.6
22.0 CENTS	5	1.9	949	.5
25.0 CENTS	7	2.6	10,194	5.9
27.0 CENTS	1	.4	300	.2
28.0 CENTS	22	8.2	24,430	14.1
35.0 CENTS	1	.4	100	.1
VARIES WITH DISTANCE	7	2.6	6,144	3.6
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	.4	250	.1
OTHER	18	6.7	13,285	7.7
TOTAL	269	100.0	173,020	100.0

TABLE 109 APPRENTICESHIP TRAINING PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	203	75.5	123,989	71.7
PROVISION EXISTS	66	24.5	49,031	28.3
TOTAL	269	100.0	173,020	100.0

TABLE 110 APPRENTICESHIP TO JOURNEYMEN RATIO

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	251	93.3	152,867	88.4
ONE TO TWO	4	1.5	4,030	2.3
ONE TO THREE	2	.7	223	.1
ONE TO FIVE	2	.7	2,197	1.3
PROGRESSIVE RATIO	2	.7	2,300	1.3
RATIO VARIES BY TRADE	7	2.6	10,703	6.2
OTHER	1	.4	700	.4
TOTAL	269	100.0	173,020	100.0

TABLE 111 ON-THE-JOB TRAINING PROVISIONS *

PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	172	63.9	111,522	64.5
TRAINING FOR BARGAINING UNIT EMPLOYEES	95	35.3	61,213	35.4
TRAINING FOR NON-BARGAINING UNIT EMPLOYEES	1	.4	150	.1
TRAINING FOR BARGAINING AND NON-BARGAINING UNIT EMPLOYEES	1	.4	135	.1
TOTAL	269	100.0	173,020	100.0

TABLE 112 SEVERANCE PAY & LAY-OFF BENEFIT PLANS (OTHER THAN SUB)**

PLAN	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	197	73.2	138,966	80.3
SEVERANCE PAY PLAN	64	23.8	30,015	17.3
LAY-OFF BENEFIT PLAN	4	1.5	527	.3
SEVERANCE PAY AND LAY-OFF BENEFIT PLANS	4	1.5	3,512	2.0
TOTAL	269	100.0	173,020	100.0

TABLE 113 SUPPLEMENTAL UNEMPLOYMENT BENEFIT (S.U.B.) PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	256	95.2	167,309	96.7
PROVISION EXISTS	13	4.8	5,711	3.3
TOTAL	269	100.0	173,020	100.0

*For Explanation see Number 12 in the Definition at page IX

**For Explanation see Number 13 in the Definition at page X

TABLE 114 RESTRICTIONS ON MOONLIGHTING

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	250	92.9	150,841	87.2
PROVISION EXISTS	19	7.1	22,179	12.8
TOTAL	269	100.0	173,020	100.0

TABLE 115 RESTRICTIONS ON WORK BY NON-BARGAINING UNIT EMPLOYEES

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	177	65.8	133,305	77.0
PROVISION EXISTS	92	34.2	39,715	23.0
TOTAL	269	100.0	173,020	100.0

TABLE 116 RESTRICTIONS ON CONTRACTING OUT

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	197	73.2	130,925	75.7
PROVISION EXISTS	72	26.8	42,095	24.3
TOTAL	269	100.0	173,020	100.0

TABLE 117 TECHNOLOGICAL CHANGE - ADVANCE NOTICE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	208	77.3	134,419	77.7
1 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	3	1.1	390	.2
2 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	9	3.3	9,711	5.6
3 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	15	5.6	6,365	3.7
6 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	7	2.6	1,531	.9
LESS THAN ONE MONTHS NOTICE	1	.4	250	.1
NOT SPECIFIED	25	9.3	20,187	11.7
OTHER	1	.4	167	.1
TOTAL	269	100.0	173,020	100.0

TABLE 118 TECHNOLOGICAL CHANGE - CONSULTATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	233	86.6	154,000	89.0
PROVISION EXISTS	36	13.4	19,020	11.0
TOTAL	269	100.0	173,020	100.0

TABLE 119 TECHNOLOGICAL CHANGE - TRAINING BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	218	81.0	138,075	79.8
PROVISION EXISTS	51	19.0	34,945	20.2
TOTAL	269	100.0	173,020	100.0

TABLE 120 TECHNOLOGICAL CHANGE - ATTRITION ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	264	98.1	168,450	97.4
PROVISION EXISTS	5	1.9	4,570	2.6
TOTAL	269	100.0	173,020	100.0

TABLE 121 TECHNOLOGICAL CHANGE - INCOME PROTECTION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	240	89.2	154,450	89.3
PROVISION EXISTS	29	10.8	18,570	10.7
TOTAL	269	100.0	173,020	100.0

TABLE 122 TECHNOLOGICAL CHANGE - JOINT AUTOMATION COMMITTEE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	269	100.0	173,020	100.0
TOTAL	269	100.0	173,020	100.0

TABLE 123 TECHNOLOGICAL CHANGE - RELOCATION ALLOWANCES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	267	99.3	170,400	98.5
PROVISION EXISTS	2	.7	2,620	1.5
TOTAL	269	100.0	173,020	100.0

TABLE 124 TECHNOLOGICAL CHANGE - TRANSFER ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	241	89.6	153,153	88.5
PROVISION EXISTS	28	10.4	19,867	11.5
TOTAL	269	100.0	173,020	100.0

TABLE 125 TECHNOLOGICAL CHANGE - ADVANCE NOTICE OF LAY-OFF

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	259	96.3	170,760	98.7
PROVISION EXISTS	10	3.7	2,260	1.3
TOTAL	269	100.0	173,020	100.0

TABLE 126 TECHNOLOGICAL CHANGE - SEVERANCE PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	229	85.1	148,195	85.7
PROVISION EXISTS	40	14.9	24,825	14.3
TOTAL	269	100.0	173,020	100.0

TABLE 127 TECHNOLOGICAL CHANGE - ARBITRATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	266	98.9	171,075	98.9
PROVISION EXISTS	3	1.1	1,945	1.1
TOTAL	269	100.0	173,020	100.0

TABLE 128 ADVANCE NOTICE OF PLANT CLOSING OR RELOCATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	259	96.3	170,155	98.3
2 CALENDAR DAYS	1	.4	250	.1
5 CALENDAR DAYS	2	.7	255	.1
30 CALENDAR DAYS	2	.7	350	.2
60 CALENDAR DAYS	2	.7	600	.3
90 CALENDAR DAYS	2	.7	1,300	.8
OVER 95 DAYS	1	.4	110	.1
TOTAL	269	100.0	173,020	100.0

TABLE 129 JOB EVALUATION AND UNION PARTICIPATION IN CLASSIFICATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	163	60.6	86,714	50.1
FORMAL JOB EVALUATION PLAN	22	8.2	14,931	8.6
JOINT UNION-MANAGEMENT PARTICIPATION IN JOB CLASSIFICATION ON AD HOC BASIS	69	25.7	65,929	38.1
JOINT UNION-MANAGEMENT PARTICIPATION IN JOB CLASSIFICATION ON FORMAL BASIS	15	5.6	5,446	3.1
TOTAL	269	100.0	173,020	100.0

TABLE 130 GRIEVANCE OF JOB CLASSIFICATION OR RE-CLASSIFICATION

GRIEVANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	201	74.7	110,313	63.8
PROVISION EXISTS	68	25.3	62,707	36.2
TOTAL	269	100.0	173,020	100.0

TABLE 131 EQUAL PAY FOR WORK OF EQUAL VALUE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	253	94.1	162,793	94.1
PROVISION FOR EQUAL PAY FOR EQUAL WORK	15	5.6	7,439	4.3
PROVISION FOR EQUAL PAY FOR WORK OF EQUAL VALUE	1	.4	2,788	1.6
TOTAL	269	100.0	173,020	100.0

TABLE 132 FREQUENCY OF COST-OF-LIVING ADJUSTMENTS

FREQUENCY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	236	87.7	154,554	89.3
AUTOMATIC MONTHLY ADJUSTMENTS	2	.7	1,452	.8
AUTOMATIC QUARTERLY ADJUSTMENTS	5	1.9	970	.6
AUTOMATIC ANNUAL ADJUSTMENTS	11	4.1	9,796	5.7
ONE ADJUSTMENT DURING TERM OF AGREEMENT	10	3.7	2,756	1.6
ADJUSTMENTS TIED TO A SPECIFIC CHANGE IN THE CONSUMER PRICE INDEX	4	1.5	3,137	1.8
OTHER	1	.4	355	.2
TOTAL	269	100.0	173,020	100.0

TABLE 133 AMOUNT OF COST-OF-LIVING ADJUSTMENTS

AMOUNT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	237	88.1	155,075	89.6
1 CENTS PER HOUR ADJUSTMENT FOR				
.3 POINT CHANGE IN THE C.P.I.	7	2.6	1,226	.7
.4 POINT CHANGE IN THE C.P.I.	1	.4	422	.2
CENTS PER HOUR ADJUSTMENTS CAN NOT BE EASILY TABULATED	6	2.2	1,751	1.0
1.0 PERCENTAGE ADJUSTMENT FOR 1.0 PERCENTAGE CHANGE IN THE C.P.I.	1	.4	200	.1
PERCENTAGE ADJUSTMENTS CAN NOT BE EASILY TABULATED	4	1.5	2,315	1.3
COST-OF-LIVING ADJUSTMENTS TIED TO INDEXES OTHER THAN THE C.P.I.	3	1.1	5,589	3.2
OTHER	10	3.7	6,442	3.7
TOTAL	269	100.0	173,020	100.0

TABLE 134 ATTENDANCE OR CONTINUOUS SERVICE BONUS

BONUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	235	87.4	128,334	74.2
ATTENDANCE BONUS ONLY	3	1.1	1,711	1.0
CONTINUOUS SERVICE BONUS ONLY	31	11.5	42,975	24.8
TOTAL	269	100.0	173,020	100.0

TABLE 135 EMPLOYER CONTRIBUTION TO BASIC MEDICAL & HOSPITAL PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	82	30.5	48,463	28.0
33.3 PER CENT	2	.7	891	.5
50.0 PER CENT	40	14.9	41,896	24.2
60.0 PER CENT	6	2.2	1,084	.6
65.0 PER CENT	1	.4	120	.1
66.6 PER CENT	2	.7	351	.2
70.0 PER CENT	3	1.1	1,093	.6
75.0 PER CENT	42	15.6	46,147	26.7
80.0 PER CENT	2	.7	274	.2
100.0 PER CENT	67	24.9	20,080	11.6
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	.7	1,450	.8
VARIES BY SEX, MARITAL OR DEPENDENT STATUS	3	1.1	2,133	1.2
FLAT SUM PAYMENT	3	1.1	1,518	.9
NOT SPECIFIED	14	5.2	7,520	4.3
TOTAL	269	100.0	173,020	100.0

TABLE 136 SPECIALIZED INSURANCE BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	74	27.5	48,520	28.0
PRESCRIPTION DRUG PLAN ONLY	1	.4	125	.1
DENTAL CARE PLAN ONLY	147	54.6	103,672	59.9
VISION CARE PLAN ONLY	1	.4	1,000	.6
PRESCRIPTION DRUG PLAN AND DENTAL CARE PLAN	10	3.7	7,777	4.5
PRESCRIPTION DRUG PLAN AND VISON CARE PLAN	1	.4	400	.2
DENTAL CARE PLAN AND VISION CARE PLAN	22	8.2	8,255	4.8
COMBINATION OF THREE PLANS	12	4.5	3,121	1.8
OTHER	1	.4	150	.1
TOTAL	269	100.0	173,020	100.0

TABLE 137 MAJOR MEDICAL OR COMPREHENSIVE BENEFIT PLANS *

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	222	82.5	154,842	89.5
PROVISION EXISTS	47	17.5	18,178	10.5
TOTAL	269	100.0	173,020	100.0

TABLE 138 EMPLOYER CONTRIBUTIONS TO LIFE INSURANCE PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	78	29.0	45,668	26.4
50.0 PER CENT	15	5.6	9,889	5.7
60.0 PER CENT	9	3.3	2,454	1.4
63.0 PER CENT	1	.4	380	.2
66.6 PER CENT	14	5.2	26,118	15.1
70.0 PER CENT	2	.7	968	.6
75.0 PER CENT	35	13.0	37,067	21.4
80.0 PER CENT	1	.4	124	.1
100.0 PER CENT	80	29.7	27,793	16.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	4	1.5	2,342	1.4
FLAT SUM PAYMENT	3	1.1	3,257	1.9
NOT SPECIFIED	27	10.0	16,960	9.8
TOTAL	269	100.0	173,020	100.0

*For Explanation see Number 14 in the Definition at page X

TABLE 139 AMOUNT OF BENEFITS PROVIDED IN LIFE INSURANCE PLANS

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	79	29.4	45,818	26.5
3,000 DOLLARS	1	.4	422	.2
4,000 DOLLARS	1	.4	145	.1
5,000 DOLLARS	1	.4	400	.2
6,500 DOLLARS	1	.4	167	.1
10,000 DOLLARS	4	1.5	703	.4
13,000 DOLLARS	1	.4	350	.2
15,000 DOLLARS	3	1.1	408	.2
17,000 DOLLARS	1	.4	125	.1
18,000 DOLLARS	1	.4	103	.1
20,000 DOLLARS	6	2.2	1,076	.6
21,000 DOLLARS	1	.4	110	.1
23,000 DOLLARS	1	.4	175	.1
25,000 DOLLARS	10	3.7	1,969	1.1
26,500 DOLLARS	1	.4	105	.1
27,500 DOLLARS	1	.4	147	.1
29,000 DOLLARS	4	1.5	612	.4
30,000 DOLLARS	2	.7	637	.4
31,000 DOLLARS	5	1.9	751	.4
32,000 DOLLARS	1	.4	125	.1
35,000 DOLLARS	2	.7	598	.3
50,000 DOLLARS	3	1.1	654	.4
VARIES WITH INCOME OR JOB CLASSIFICATION	62	23.0	63,697	36.8
VARIES WITH LENGTH OF SERVICE	1	.4	1,100	.6
VARIES BY SEX, MARITAL OR DEPENDENT STATUS	4	1.5	840	.5
CHANGES DURING TERM OF AGREEMENT	1	.4	130	.1
NOT SPECIFIED	69	25.7	50,671	29.3
OTHER	2	.7	982	.6
TOTAL	269	100.0	173,020	100.0

TABLE 140 **EMPLOYER CONTRIBUTIONS TO A. D. & D. INSURANCE**

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	153	56.9	85,777	49.6
50.0 PER CENT	2	.7	1,597	.9
60.0 PER CENT	4	1.5	623	.4
66.6 PER CENT	14	5.2	26,118	15.1
70.0 PER CENT	1	.4	623	.4
75.0 PER CENT	32	11.9	35,857	20.7
80.0 PER CENT	1	.4	124	.1
100.0 PER CENT	52	19.3	17,615	10.2
NOT SPECIFIED	10	3.7	4,686	2.7
TOTAL	269	100.0	173,020	100.0

TABLE 141 AMOUNT OF BENEFITS PROVIDED IN A. D. & D. INSURANCE

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	152	56.5	84,577	48.9
5,000 DOLLARS	1	.4	400	.2
6,500 DOLLARS	1	.4	167	.1
10,000 DOLLARS	2	.7	500	.3
18,000 DOLLARS	1	.4	103	.1
20,000 DOLLARS	4	1.5	561	.3
21,000 DOLLARS	1	.4	110	.1
23,000 DOLLARS	1	.4	175	.1
25,000 DOLLARS	6	2.2	1,006	.6
26,500 DOLLARS	1	.4	105	.1
27,500 DOLLARS	1	.4	147	.1
29,000 DOLLARS	4	1.5	612	.4
30,000 DOLLARS	2	.7	382	.2
31,000 DOLLARS	5	1.9	751	.4
35,000 DOLLARS	1	.4	478	.3
50,000 DOLLARS	4	1.5	1,073	.6
VARIES WITH INCOME OR JOB CLASSIFICATION	42	15.6	48,501	28.0
VARIES WITH LENGTH OF SERVICE	1	.4	1,100	.6
CHANGES DURING TERM OF AGREEMENT	1	.4	130	.1
NOT SPECIFIED	31	11.5	26,612	15.4
OTHER	7	2.6	5,530	3.2
TOTAL	269	100.0	173,020	100.0

TABLE 142 EMPLOYER CONTRIB. TO WEEKLY SICKNESS & ACCIDENT INDEMNITY

AMOUNT OF PREMIUM CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	156	58.0	116,342	67.2
50.0 PER CENT	6	2.2	2,247	1.3
60.0 PER CENT	3	1.1	508	.3
66.6 PER CENT	1	.4	151	.1
70.0 PER CENT	1	.4	345	.2
75.0 PER CENT	24	8.9	26,741	15.5
80.0 PER CENT	1	.4	124	.1
85.0 PER CENT	1	.4	100	.1
100.0 PER CENT	52	19.3	13,571	7.8
FLAT SUM PAYMENT	6	2.2	2,355	1.4
NOT SPECIFIED	17	6.3	10,236	5.9
OTHER	1	.4	300	.2
TOTAL	269	100.0	173,020	100.0

TABLE 143 AMOUNT OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	157	58.4	116,492	67.3
$100.00 PER WEEK	1	.4	300	.2
$245.00 PER WEEK	1	.4	138	.1
$260.00 PER WEEK	1	.4	108	.1
$270.00 PER WEEK	1	.4	175	.1
$275.00 PER WEEK	1	.4	121	.1
$276.00 PER WEEK	1	.4	400	.2
$282.00 PER WEEK	1	.4	105	.1
$297.00 PER WEEK	1	.4	102	.1
$318.00 PER WEEK	3	1.1	392	.2
$325.00 PER WEEK	3	1.1	461	.3
$350.00 PER WEEK	1	.4	100	.1
$375.00 PER WEEK	1	.4	147	.1
$400.00 PER WEEK	1	.4	262	.2
EXPRESSED AS PERCENT OF WAGES	48	17.8	31,918	18.4
VARIES WITH INCOME OR JOB CLASSIFICATION	22	8.2	5,625	3.3
VARIES WITH SEX OR WITH SEX AND INCOME	5	1.9	7,964	4.6
NOT SPECIFIED	20	7.4	8,210	4.7
TOTAL	269	100.0	173,020	100.0

TABLE 144

MAXIMUM DURATION OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

MAXIMUM DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	156	58.0	116,330	67.2
9 WEEKS	1	.4	470	.3
13 WEEKS	2	.7	1,912	1.1
14 WEEKS	1	.4	196	.1
15 WEEKS	3	1.1	423	.2
16 WEEKS	2	.7	272	.2
17 WEEKS	2	.7	620	.4
21 WEEKS	1	.4	550	.3
24 WEEKS	12	4.5	17,140	9.9
26 WEEKS	23	8.6	5,087	2.9
36 WEEKS	1	.4	102	.1
39 WEEKS	3	1.1	344	.2
40 WEEKS	1	.4	525	.3
52 WEEKS	17	6.3	4,323	2.5
104 WEEKS	2	.7	1,289	.7
VARIES WITH LENGTH OF SERVICE	10	3.7	10,134	5.9
NOT SPECIFIED	32	11.9	13,303	7.7
TOTAL	269	100.0	173,020	100.0

TABLE 145

LONG TERM DISABILITY BENEFIT PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	130	48.3	69,153	40.0
PROVISION EXISTS	139	51.7	103,867	60.0
TOTAL	269	100.0	173,020	100.0

TABLE 146 EMPLOYER CONTRIBUTIONS TO NON-SPECIFIED EMPLOYEE BENEFITS

PERCENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	188	69.9	108,017	62.4
50.0 PER CENT	3	1.1	471	.3
75.0 PER CENT	6	2.2	1,445	.8
80.0 PER CENT	1	.4	300	.2
100.0 PER CENT	30	11.2	38,362	22.2
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	.4	700	.4
PER CENT OF PAYROLL	1	.4	160	.1
FLAT SUM PAYMENT	15	5.6	11,801	6.8
NOT SPECIFIED	24	8.9	11,764	6.8
TOTAL	269	100.0	173,020	100.0

TABLE 147 PENSION PLANS

FINANCING ARRANGEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	111	41.3	80,260	46.4
NON-CONTRIBUTORY	34	12.6	15,227	8.8
CONTRIBUTORY	38	14.1	20,396	11.8
NOT SPECIFIED	86	32.0	57,137	33.0
TOTAL	269	100.0	173,020	100.0

SECTION II

MINING

(Includes mines, quarries, crude petroleum and natural gas wells)

TABLE 1 EXPIRY DATES OF SELECTED AGREEMENTS

YEAR AND MONTH OF EXPIRATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
1988	5	55.6	1,882	69.0
JANUARY	1	11.1	150	5.5
MAY	1	11.1	1,000	36.7
JUNE	1	11.1	262	9.6
SEPTEMBER	1	11.1	200	7.3
OCTOBER	1	11.1	270	9.9
1989	4	44.4	844	31.0
MARCH	2	22.2	475	17.4
JUNE	1	11.1	108	4.0
SEPTEMBER	1	11.1	261	9.6
TOTAL	9	100.0	2,726	100.0

TABLE 2 DISTRIBUTION BY ECONOMIC REGION AND CENSUS DIVISION *

ECONOMIC REGION AND CENSUS DIVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
LETHBRIDGE	1	11.1	150	5.5
CENSUS DIVISION NO. 3	1	11.1	150	5.5
THE PARKS	3	33.3	793	29.1
CENSUS DIVISION NO. 14	2	22.2	532	19.5
MULTIPLE CENSUS DIVISIONS	1	11.1	261	9.6
EDMONTON / LLOYDMIN.	3	33.3	583	21.4
CENSUS DIVISION NO. 11	2	22.2	233	8.5
MULTIPLE CENSUS DIVISIONS	1	11.1	350	12.8
PEACE RIVER	1	11.1	200	7.3
CENSUS DIVISION NO. 15	1	11.1	200	7.3
ATHABASCA	1	11.1	1,000	36.7
CENSUS DIVISION NO. 12	1	11.1	1,000	36.7
TOTAL	9	100.0	2,726	100.0

TABLE 3 DISTRIBUTION BY ECONOMIC REGION AND URBAN CENTRE **

ECONOMIC REGION AND URBAN CENTRE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
LETHBRIDGE	1	11.1	150	5.5
REMAINDER	1	11.1	150	5.5
THE PARKS	3	33.3	793	29.1
HINTON	1	11.1	270	9.9
REMAINDER	2	22.2	523	19.2
EDMONTON / LLOYDMIN.	3	33.3	583	21.4
EDMONTON	2	22.2	233	8.5
REMAINDER	1	11.1	350	12.8
PEACE RIVER	1	11.1	200	7.3
REMAINDER	1	11.1	200	7.3
ATHABASCA	1	11.1	1,000	36.7
FORT MCMURRAY	1	11.1	1,000	36.7
TOTAL	9	100.0	2,726	100.0

TABLE 4 UNIONS REPRESENTING EMPLOYEES COVERED BY AGREEMENTS

UNION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
C.L.C. DIRECTLY CHARTERED	1	11.1	350	12.8
ENERGY & CHEMICAL WORKERS	2	22.2	1,150	42.2
MINE WORKERS	1	11.1	262	9.6
MULTI-UNION	1	11.1	108	4.0
OPERATING ENGINEERS	3	33.3	656	24.1
STEELWORKERS	1	11.1	200	7.3
TOTAL	9	100.0	2,726	100.0

*For Explanation see Number 1 in the Definition at page VIII

**For Explanation see Number 2 in the Definition at page VIII

TABLE 5 DURATION

DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
BETWEEN ONE AND TWO YEARS	1	11.1	1,000	36.7
TWO YEARS	6	66.7	1,331	48.8
BETWEEN TWO AND THREE YEARS	1	11.1	125	4.6
THREE YEARS	1	11.1	270	9.9
TOTAL	9	100.0	2,726	100.0

TABLE 6 SIZE OF BARGAINING UNITS COVERED

SIZE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
100 - 199 EMPLOYEES	3	33.3	383	14.0
200 - 499 EMPLOYEES	5	55.6	1,343	49.3
1,000 OR MORE EMPLOYEES	1	11.1	1,000	36.7
TOTAL	9	100.0	2,726	100.0

TABLE 7 TYPE OF BARGAINING UNIT COVERED*

TYPE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NON-OFFICE EMPLOYEES	9	100.0	2,726	100.0
TOTAL	9	100.0	2,726	100.0

TABLE 8 NON-DISCRIMINATION PROVISIONS

NON-DISCRIMINATION PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	55.6	1,026	37.6
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP	1	11.1	150	5.5
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP, SEX, AGE	1	11.1	200	7.3
RACE, RELIGION, NATIONALITY, SEX, AGE, UNION MEMBERSHIP, MARITAL STATUS	1	11.1	350	12.8
OTHER	1	11.1	1,000	36.7
TOTAL	9	100.0	2,726	100.0

*For Explanation see Number 3 in the Definition at page VIII

TABLE 9 MANAGEMENTS RIGHTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
GENERAL STATEMENT OF MANAGEMENT RIGHTS	4	44.4	1,495	54.8
ENUMERATED LIST OF MANAGEMENT RIGHTS	1	11.1	200	7.3
ENUMERATED LIST OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	4	44.4	1,031	37.8
TOTAL	9	100.0	2,726	100.0

TABLE 10 UNION MEMBERSHIP REQUIREMENTS*

MEMBERSHIP REQUIREMENTS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	11.1	150	5.5
CLOSED SHOP	2	22.2	233	8.5
UNION SHOP	5	55.6	1,343	49.3
MUST BECOME MEMBER OR PAY EQUIVALENT DUES	1	11.1	1,000	36.7
TOTAL	9	100.0	2,726	100.0

TABLE 11 CHECK-OFF PAYMENTS

TYPE OF PAYMENT CHECK-OFF	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	11.1	108	4.0
DUES CHECK-OFF ONLY	2	22.2	1,150	42.2
DUES AND INITIATION FEES	3	33.3	731	26.8
DUES, INITIATION FEES AND ASSESSMENTS	2	22.2	387	14.2
DUES, INITIATION FEES, ASSESSMENTS AND FINES	1	11.1	350	12.8
TOTAL	9	100.0	2,726	100.0

TABLE 12 UNION DUES CHECK-OFF

CHECK-OFF PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	11.1	108	4.0
COMPULSORY FOR ALL EMPLOYEES COVERED BY THE AGREEMENT	7	77.8	2,468	90.5
COMPULSORY FOR EMPLOYEES HIRED AFTER A CERTAIN DATE	1	11.1	150	5.5
TOTAL	9	100.0	2,726	100.0

*For Explanation see Number 4 in the Definition at page VIII

TABLE 13 PROBATIONARY PERIOD FOR NEWLY-HIRED EMPLOYEES

PROBATIONARY PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	33.3	495	18.2
60 CALENDAR DAYS	1	11.1	350	12.8
30 WORKING DAYS/SHIFTS	1	11.1	200	7.3
45 WORKING DAYS/SHIFTS	1	11.1	261	9.6
3 MONTHS	1	11.1	270	9.9
6 MONTHS	1	11.1	150	5.5
OTHER	1	11.1	1,000	36.7
TOTAL	9	100.0	2,726	100.0

TABLE 14 TYPE OF SENIORITY UNIT FOR LAYOFFS, PROMOTIONS, TRANSFERS

SENIORITY UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	22.2	233	8.5
COMPANY	2	22.2	523	19.2
PLANT	1	11.1	350	12.8
COMBINATION OF COMPANY AND DEPARTMENT	1	11.1	200	7.3
COMPANY, DEPARTMENT AND JOB OR OCCUPATIONAL CLASSIFICATION	1	11.1	1,000	36.7
COMPANY, PLANT, DEPARTMENT AND JOB OR OCCUPATIONAL CLASSIFICATION	1	11.1	150	5.5
NOT SPECIFIED	1	11.1	270	9.9
TOTAL	9	100.0	2,726	100.0

TABLE 15 RETENTION OF SENIORITY OR RECALL RIGHTS DURING LAY-OFF

RETENTION PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	22.2	233	8.5
4 MONTHS	1	11.1	1,000	36.7
6 MONTHS	2	22.2	532	19.5
12 MONTHS	2	22.2	350	12.8
PERIOD RELATED TO LENGTH OF SERVICE, NO MAXIMUM	1	11.1	350	12.8
RECALL RIGHTS EXTENDED INDEFINITELY	1	11.1	261	9.6
TOTAL	9	100.0	2,726	100.0

TABLE 16 ADVANCE NOTICE OF LAY-OFF

LENGTH OF NOTICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	77.8	2,115	77.6
2 WEEKS	1	11.1	261	9.6
VARIES WITH LENGTH OF SERVICE	1	11.1	350	12.8
TOTAL	9	100.0	2,726	100.0

TABLE 17 PAY IN LIEU OF NOTICE OF LAY-OFF

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	88.9	2,465	90.4
VARIES WITH LENGTH OF SERVICE	1	11.1	261	9.6
TOTAL	9	100.0	2,726	100.0

TABLE 18 ADVANCE NOTICE OF TERMINATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	100.0	2,726	100.0
TOTAL	9	100.0	2,726	100.0

TABLE 19 JOB POSTING

POSTING PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	33.3	383	14.0
4 CALENDAR DAYS	1	11.1	350	12.8
6 CALENDAR DAYS	1	11.1	261	9.6
7 CALENDAR DAYS	1	11.1	200	7.3
6 WORKING DAYS/SHIFTS	2	22.2	532	19.5
NOT SPECIFIED	1	11.1	1,000	36.7
TOTAL	9	100.0	2,726	100.0

TABLE 20 ROLE OF SENIORITY IN PROMOTIONS

SENIORITY IN PROMOTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	33.3	494	18.1
PRIMARY FACTOR	4	44.4	1,820	66.8
SECONDARY FACTOR	1	11.1	150	5.5
OTHER	1	11.1	262	9.6
TOTAL	9	100.0	2,726	100.0

TABLE 21 ROLE OF SENIORITY IN TRANSFERS

SENIORITY IN TRANSFERS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	77.8	2,264	83.1
PRIMARY FACTOR	1	11.1	200	7.3
SECONDARY FACTOR	1	11.1	262	9.6
TOTAL	9	100.0	2,726	100.0

TABLE 22 ROLE OF SENIORITY IN LAY-OFFS

SENIORITY IN LAY-OFFS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	22.2	233	8.5
SOLE FACTOR	3	33.3	1,412	51.8
PRIMARY FACTOR	4	44.4	1,081	39.7
TOTAL	9	100.0	2,726	100.0

TABLE 23 EMPLOYEE GRIEVANCE - INITIAL PRESENTATION

GRIEVANCE PRESENTED BY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
UNION REPRESENTATIVE ONLY	1	11.1	125	4.6
EMPLOYEES WITH OR WITHOUT UNION REPRESENTATIVE	7	77.8	2,251	82.6
UNION ONLY	1	11.1	350	12.8
TOTAL	9	100.0	2,726	100.0

TABLE 24 SPECIAL GRIEVANCE PROCEDURE - DISCIPLINE & DISMISSAL CASES

SPECIAL PROCEDURE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	44.4	644	23.6
NUMBER OF STEPS IN THE GRIEVANCE PROCEDURE IS REDUCED	5	55.6	2,082	76.4
TOTAL	9	100.0	2,726	100.0

TABLE 25 GRIEVANCE ARBITRATION - NUMBER OF ARBITRATORS

NUMBER OF ARBITRATORS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
SPECIFIC PROVISION FOR SINGLE ARBITRATOR	5	55.6	1,101	40.4
SPECIFIC PROVISION FOR PANEL/BOARD OF ARBITRATORS	2	22.2	500	18.3
PROVISION FOR SINGLE ARBITRATOR OR BOARD OF ARBITRATORS	2	22.2	1,125	41.3
TOTAL	9	100.0	2,726	100.0

TABLE 26 SCHEDULED WORK-WEEK (NUMBER OF DAYS)

DAYS PER WEEK	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIVE DAYS A WEEK	5	55.6	1,114	40.9
WORK DAYS VARY FOR DIFFERENT GROUPS OF EMPLOYEES	3	33.3	1,462	53.6
WORK DAYS VARY FOR DIFFERENT SEASONS OR OTHER PERIODS	1	11.1	150	5.5
TOTAL	9	100.0	2,726	100.0

TABLE 27 STANDARD DAILY HOURS*

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
8 HOURS	6	66.7	1,264	46.4
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	3	33.3	1,462	53.6
TOTAL	9	100.0	2,726	100.0

*For Explanation see Number 5 in the Definition at page IX

TABLE 28 STANDARD OR AVERAGE WEEKLY HOURS

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
40 HOURS	4	44.4	989	36.3
44 HOURS	1	11.1	125	4.6
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	3	33.3	1,462	53.6
VARIES FOR DIFFERENT SEASONS	1	11.1	150	5.5
TOTAL	9	100.0	2,726	100.0

TABLE 29 PAID MEAL PERIOD PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	66.7	1,356	49.7
MEAL PERIOD PAID TO ALL EMPLOYEES DURING REGULAR WORK SCHEDULE	1	11.1	262	9.6
MEAL PERIOD PAID ON OVERTIME WORK	2	22.2	1,108	40.6
TOTAL	9	100.0	2,726	100.0

TABLE 30 COMPRESSED WORK WEEK AND FLEXTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	11.1	108	4.0
PROVISION FOR COMPRESSED WORK-WEEK	8	88.9	2,618	96.0
TOTAL	9	100.0	2,726	100.0

TABLE 31 OVERTIME RATE AFTER SCHEDULED DAILY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
TIME AND ONE-HALF	4	44.4	918	33.7
TIME AND ONE-HALF INCREASED TO DOUBLE TIME AFTER 4 HOURS	1	11.1	108	4.0
DOUBLE TIME	3	33.3	1,500	55.0
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	11.1	200	7.3
TOTAL	9	100.0	2,726	100.0

TABLE 32 OVERTIME RATE AFTER SCHEDULED WEEKLY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	22.2	258	9.5
TIME AND ONE-HALF	4	44.4	918	33.7
DOUBLE TIME	2	22.2	1,350	49.5
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	11.1	200	7.3
TOTAL	9	100.0	2,726	100.0

TABLE 33 OVERTIME RATE FOR SATURDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	77.8	2,356	86.4
TIME AND ONE-HALF	1	11.1	262	9.6
DOUBLE TIME	1	11.1	108	4.0
TOTAL	9	100.0	2,726	100.0

TABLE 34 OVERTIME RATE FOR SUNDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	44.4	1,475	54.1
TIME AND ONE-HALF	1	11.1	261	9.6
DOUBLE TIME	4	44.4	990	36.3
TOTAL	9	100.0	2,726	100.0

TABLE 35 OVERTIME RATE ON SIXTH DAY (NOT SCHEDULED)*

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	66.7	1,964	72.0
TIME AND ONE-HALF	1	11.1	262	9.6
DOUBLE TIME	2	22.2	500	18.3
TOTAL	9	100.0	2,726	100.0

*For Explanation see Number 6 in the Definition at page IX

TABLE 36 OVERTIME RATE ON SEVENTH DAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	77.8	2,114	77.5
TIME AND ONE-HALF	1	11.1	262	9.6
DOUBLE TIME	1	11.1	350	12.8
TOTAL	9	100.0	2,726	100.0

TABLE 37 PAYMENT FOR OR SUPPLY OF MEALS

AMOUNT OF PAYMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	33.3	475	17.4
AMOUNT NOT SPECIFIED, PAID AFTER 2 HOURS OF OVERTIME	1	11.1	1,000	36.7
MEALS FURNISHED BY EMPLOYER AFTER 2 HOURS OF OVERTIME	4	44.4	981	36.0
OTHER	1	11.1	270	9.9
TOTAL	9	100.0	2,726	100.0

TABLE 38 RIGHT TO REFUSE OVERTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	55.6	933	34.2
PROVISION EXISTS	4	44.4	1,793	65.8
TOTAL	9	100.0	2,726	100.0

TABLE 39 PREMIUM PAY FOR WORK ON SCHEDULED SATURDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	77.8	2,264	83.1
AMOUNT PER HOUR $1.15	1	11.1	200	7.3
TIME RATE PAYMENT TIME AND ONE-HALF	1	11.1	262	9.6
TOTAL	9	100.0	2,726	100.0

TABLE 40 PREMIUM PAY FOR WORK ON SCHEDULED SUNDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	77.8	2,264	83.1
AMOUNT PER HOUR $1.55	1	11.1	200	7.3
OTHER	1	11.1	262	9.6
TOTAL	9	100.0	2,726	100.0

TABLE 41 SECOND SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	11.1	125	4.6
AMOUNT PER HOUR				
$.20	1	11.1	262	9.6
$.25	1	11.1	261	9.6
$.40	2	22.2	620	22.7
$.45	1	11.1	200	7.3
$.69	1	11.1	150	5.5
$1.00	1	11.1	108	4.0
PER CENT OF WAGES 4.0 PER CENT	1	11.1	1,000	36.7
TOTAL	9	100.0	2,726	100.0

TABLE 42 THIRD SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	11.1	125	4.6
AMOUNT PER HOUR				
$.25	1	11.1	262	9.6
$.45	1	11.1	200	7.3
$.50	1	11.1	261	9.6
$.75	2	22.2	620	22.7
$1.20	1	11.1	150	5.5
$2.00	1	11.1	108	4.0
PER CENT OF WAGES 7.0 PER CENT	1	11.1	1,000	36.7
TOTAL	9	100.0	2,726	100.0

TABLE 43 SPLIT SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	100.0	2,726	100.0
TOTAL	9	100.0	2,726	100.0

TABLE 44 PREMIUM PAY FOR DIRTY WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	100.0	2,726	100.0
TOTAL	9	100.0	2,726	100.0

TABLE 45 PREMIUM PAY FOR HAZARDOUS WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	77.8	2,264	83.1
AMOUNT PER HOUR				
$1.30	1	11.1	200	7.3
$5.00	1	11.1	262	9.6
TOTAL	9	100.0	2,726	100.0

TABLE 46 PREMIUM PAY FOR ABNORMAL WORKING CONDITIONS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	88.9	2,526	92.7
FLAT AMOUNT PER SHIFT				
$ 5.00 PER SHIFT	1	11.1	200	7.3
TOTAL	9	100.0	2,726	100.0

TABLE 47 STAND-BY OR ON-CALL ADJUSTMENTS

PAY PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	100.0	2,726	100.0
TOTAL	9	100.0	2,726	100.0

TABLE 48 REPORTING PAY GUARANTEES

MINIMUM GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	11.1	150	5.5
4.0 HOURS OF WORK OR PAY	4	44.4	1,811	66.4
VARIES DEPENDING ON WORK OR NOT	2	22.2	233	8.5
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	22.2	532	19.5
TOTAL	9	100.0	2,726	100.0

TABLE 49 CALL-BACK PAY GUARANTEES

MINIMUM GUARANTEE AND RATE OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
MINIMUM OF 2.0 HOURS AT DOUBLE TIME	1	11.1	108	4.0
MINIMUM OF 3.0 HOURS AT TIME AND ONE-HALF	1	11.1	125	4.6
MINIMUM OF 4.0 HOURS AT TIME AND ONE-HALF	1	11.1	350	12.8
MINIMUM OF 6.0 HOURS AT TIME AND ONE-HALF	1	11.1	200	7.3
MINIMUM OF 4.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	1	11.1	150	5.5
MINIMUM OF 4.0 HOURS AT APPLICABLE OVERTIME RATE	3	33.3	1,531	56.2
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	11.1	262	9.6
TOTAL	9	100.0	2,726	100.0

TABLE 50 WAGE OR EMPLOYMENT GUARANTEES

GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	100.0	2,726	100.0
TOTAL	9	100.0	2,726	100.0

TABLE 51 PAY ON TEMPORARY TRANSFERS TO LOWER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	33.3	383	14.0
EMPLOYEE RETAINS HIS RATE FOR DURATION OF TRANSFER	6	66.7	2,343	86.0
TOTAL	9	100.0	2,726	100.0

TABLE 52 PAY ON TEMPORARY TRANSFERS TO HIGHER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	11.1	108	4.0
EMPLOYEE PAID HIGHER RATE FOR DURATION OF TRANSFER	5	55.6	2,082	76.4
EMPLOYEE PAID HIGHER RATE ONLY AFTER A SPECIFIED PERIOD	3	33.3	536	19.7
TOTAL	9	100.0	2,726	100.0

TABLE 53 PAID REST OR RELIEF PERIODS

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	55.6	1,808	66.3
2 PERIODS, 10 MINUTES EACH	3	33.3	648	23.8
2 PERIODS, DURATION VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	11.1	270	9.9
TOTAL	9	100.0	2,726	100.0

TABLE 54 PAID CLEAN-UP OR CLOTHES CHANGING TIME

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	77.8	2,268	83.2
1 PERIOD 5 MINUTES EACH	1	11.1	350	12.8
1 PERIOD 15 MINUTES EACH	1	11.1	108	4.0
TOTAL	9	100.0	2,726	100.0

TABLE 55 NUMBER OF PAID HOLIDAYS

ANNUAL ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
10 FULL HOLIDAYS	2	22.2	233	8.5
11 FULL HOLIDAYS	5	55.6	1,293	47.4
12 FULL HOLIDAYS	1	11.1	200	7.3
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	11.1	1,000	36.7
TOTAL	9	100.0	2,726	100.0

TABLE 56 YEAR-END HOLIDAY PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	100.0	2,726	100.0
TOTAL	9	100.0	2,726	100.0

TABLE 57 SERVICE REQUIREMENTS FOR HOLIDAY PAY

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	88.9	2,376	87.2
30 CALENDAR DAYS	1	11.1	350	12.8
TOTAL	9	100.0	2,726	100.0

TABLE 58 WORK REQUIREMENTS FOR HOLIDAY PAY

WORK REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	33.3	583	21.4
DAY BEFORE AND AFTER HOLIDAY	6	66.7	2,143	78.6
TOTAL	9	100.0	2,726	100.0

TABLE 59 LOSS OF HOLIDAY PAY - FAILURE TO REPORT FOR SCHEDULED WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	77.8	1,464	53.7
PROVISION EXISTS	2	22.2	1,262	46.3
TOTAL	9	100.0	2,726	100.0

TABLE 60 PAY FOR HOLIDAYS FALLING ON SATURDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	44.4	895	32.8
PRECEDING FRIDAY OFF WITH PAY	1	11.1	1,000	36.7
FOLLOWING MONDAY OFF WITH PAY	1	11.1	200	7.3
ACCORDING TO GOVERNMENT REGULATIONS	1	11.1	261	9.6
OTHER	2	22.2	370	13.6
TOTAL	9	100.0	2,726	100.0

TABLE 61 PAY FOR HOLIDAYS FALLING ON SUNDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	44.4	895	32.8
FOLLOWING MONDAY OFF WITH PAY	2	22.2	1,200	44.0
ACCORDING TO GOVERNMENT REGULATIONS	1	11.1	261	9.6
OTHER	2	22.2	370	13.6
TOTAL	9	100.0	2,726	100.0

TABLE 62 COMPENSATION FOR HOLIDAYS FALLING WITHIN VACATION PERIOD

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	33.3	1,233	45.2
EXTRA DAYS VACATION WITH PAY	4	44.4	1,143	41.9
EXTRA DAYS PAY	1	11.1	200	7.3
EXTRA DAYS VACATION WITH PAY OR EXTRA DAYS PAY	1	11.1	150	5.5
TOTAL	9	100.0	2,726	100.0

TABLE 63 COMPENSATION FOR HOLIDAYS FALLING ON SCHEDULED DAYS OFF

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	77.8	1,376	50.5
EXTRA DAY OFF WITH PAY	1	11.1	350	12.8
EXTRA DAYS PAY	1	11.1	1,000	36.7
TOTAL	9	100.0	2,726	100.0

TABLE 64 COMPENSATION FOR WORK ON PAID HOLIDAYS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	11.1	270	9.9
TIME AND ONE-HALF PLUS HOLIDAY PAY	3	33.3	648	23.8
DOUBLE TIME PLUS HOLIDAY PAY	4	44.4	1,658	60.8
VARIES WITH NUMBER OF HOURS WORKED OR FOR DIFFERENT HOLIDAYS	1	11.1	150	5.5
TOTAL	9	100.0	2,726	100.0

TABLE 65 LENGTH OF SERVICE FOR TWO WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	44.4	1,383	50.7
1 YEAR	5	55.6	1,343	49.3
TOTAL	9	100.0	2,726	100.0

*For Explanation see Number 7 in the Definition at page IX

TABLE 66 LENGTH OF SERVICE FOR THREE WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	22.2	233	8.5
1 YEAR	2	22.2	1,150	42.2
2 YEARS	3	33.3	731	26.8
3 YEARS	2	22.2	612	22.5
TOTAL	9	100.0	2,726	100.0

TABLE 67 LENGTH OF SERVICE FOR FOUR WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	22.2	233	8.5
6 YEARS	1	11.1	200	7.3
9 YEARS	1	11.1	350	12.8
10 YEARS	4	44.4	1,673	61.4
11 YEARS	1	11.1	270	9.9
TOTAL	9	100.0	2,726	100.0

TABLE 68 LENGTH OF SERVICE FOR FIVE WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	44.4	756	27.7
10 YEARS	1	11.1	200	7.3
20 YEARS	3	33.3	1,500	55.0
21 YEARS	1	11.1	270	9.9
TOTAL	9	100.0	2,726	100.0

TABLE 69 LENGTH OF SERVICE FOR SIX WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	88.9	2,576	94.5
25 YEARS	1	11.1	150	5.5
TOTAL	9	100.0	2,726	100.0

*For Explanation see Number 7 in the Definition at page IX

TABLE 70 MAXIMUM PAID VACATION *

MAXIMUM VACATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	22.2	233	8.5
FOUR WEEKS	2	22.2	523	19.2
FIVE WEEKS	4	44.4	1,820	66.8
SIX WEEKS	1	11.1	150	5.5
TOTAL	9	100.0	2,726	100.0

TABLE 71 PAY IN LIEU OF VACATIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	55.6	1,231	45.2
PROVISION EXISTS	4	44.4	1,495	54.8
TOTAL	9	100.0	2,726	100.0

TABLE 72 PAID SICK LEAVE (CASUAL ILLNESS) **

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	66.7	1,845	67.7
CASUAL ILLNESS LEAVE	1	11.1	270	9.9
GENERAL ILLNESS LEAVE	1	11.1	261	9.6
COMBINATION CASUAL AND GENERAL ILLNESS LEAVE	1	11.1	350	12.8
TOTAL	9	100.0	2,726	100.0

TABLE 73 SERVICE REQUIREMENTS FOR PAID SICK LEAVE **

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	77.8	2,106	77.3
3 MONTHS	2	22.2	620	22.7
TOTAL	9	100.0	2,726	100.0

*For Explanation see Number 7 in the Definition at page IX

**For Explanation see Number 8 in the Definition at page IX

TABLE 74 AMOUNT OF PAID SICK LEAVE *

AMOUNT OF LEAVE PER YEAR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	77.8	2,106	77.3
5 DAYS	2	22.2	620	22.7
TOTAL	9	100.0	2,726	100.0

TABLE 75 MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE *

MAXIMUM ACCUMULATION ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	77.8	2,106	77.3
UNDER 60 DAYS	1	11.1	270	9.9
VARIES WITH LENGTH OF SERVICE	1	11.1	350	12.8
TOTAL	9	100.0	2,726	100.0

TABLE 76 PAYMENT OF UNUSED SICK LEAVE ON TERMINATION OF EMPLOYMENT*

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	100.0	2,726	100.0
TOTAL	9	100.0	2,726	100.0

TABLE 77 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON TERMINATION*

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	100.0	2,726	100.0
TOTAL	9	100.0	2,726	100.0

TABLE 78 PAYMENT FOR UNUSED SICK LEAVE ON RETIREMENT*

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	100.0	2,726	100.0
TOTAL	9	100.0	2,726	100.0

*For Explanation see Number 8 in the Definition at page IX

TABLE 79 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON RETIREMENT *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	100.0	2,726	100.0
TOTAL	9	100.0	2,726	100.0

TABLE 80 PAYMENT FOR UNUSED SICK LEAVE ON DEATH *

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	100.0	2,726	100.0
TOTAL	9	100.0	2,726	100.0

TABLE 81 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID FOR ON DEATH *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	100.0	2,726	100.0
TOTAL	9	100.0	2,726	100.0

TABLE 82 INJURY PAY PROVISIONS **

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	66.7	1,914	70.2
PROVISION EXISTS	3	33.3	812	29.8
TOTAL	9	100.0	2,726	100.0

TABLE 83 WORKERS COMPENSATION PAY SUPPLEMENTS

AMOUNT OF SUPPLEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	88.9	2,526	92.7
OTHER	1	11.1	200	7.3
TOTAL	9	100.0	2,726	100.0

TABLE 84 MAXIMUM PERIOD OF WORKERS COMPENSATION PAY SUPPLEMENTS

MAXIMUM PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	100.0	2,726	100.0
TOTAL	9	100.0	2,726	100.0

*For Explanation see Number 8 in the Definition at page IX

**For Explanation see Number 9 in the Definition at page IX

TABLE 85 PAID JURY DUTY LEAVE

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	33.3	383	14.0
DIFFERENCE BETWEEN REGULAR PAY AND JURY FEES	6	66.7	2,343	86.0
TOTAL	9	100.0	2,726	100.0

TABLE 86 PAID BEREAVEMENT LEAVE

MAXIMUM NUMBER OF DAYS ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	22.2	258	9.5
IMMEDIATE FAMILY ONLY 3.0 DAYS	4	44.4	857	31.4
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE OR OTHER RELATIVES	1	11.1	350	12.8
4.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 3.0 DAYS FOR CLOSE OR OTHER RELATIVES	1	11.1	261	9.6
3.0 DAYS BASIC LEAVE WITH 2.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	1	11.1	1,000	36.7
TOTAL	9	100.0	2,726	100.0

TABLE 87 SERVICE REQUIREMENTS FOR MATERNITY LEAVE

SERVICE REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	88.9	2,526	92.7
12 MONTHS	1	11.1	200	7.3
TOTAL	9	100.0	2,726	100.0

TABLE 88 LENGTH OF MATERNITY LEAVE

LENGTH OF LEAVE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	88.9	2,526	92.7
18 WEEKS	1	11.1	200	7.3
TOTAL	9	100.0	2,726	100.0

TABLE 89 SENIORITY STATUS DURING MATERNITY LEAVE

SENIORITY STATUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	88.9	2,526	92.7
SENIORITY RETAINED UP TO TIME MATERNITY LEAVE BEGINS	1	11.1	200	7.3
TOTAL	9	100.0	2,726	100.0

TABLE 90 MATERNITY LEAVE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	88.9	2,526	92.7
MATERNITY LEAVE PLAN EXISTS	1	11.1	200	7.3
TOTAL	9	100.0	2,726	100.0

TABLE 91 LEAVE OF ABSENCE FOR FULL-TIME UNION DUTIES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	55.6	1,733	63.6
PROVISION EXISTS	4	44.4	993	36.4
TOTAL	9	100.0	2,726	100.0

TABLE 92 LEAVE OF ABSENCE FOR UNION FUNCTIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	11.1	125	4.6
PROVISION EXISTS	8	88.9	2,601	95.4
TOTAL	9	100.0	2,726	100.0

TABLE 93 PAID LEAVE OF ABSENCE FOR PERSONAL REASONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	100.0	2,726	100.0
TOTAL	9	100.0	2,726	100.0

TABLE 94 LEAVE OF ABSENCE FOR EDUCATIONAL PURPOSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	77.8	1,526	56.0
LEAVE FOR EDUCATIONAL PURPOSES PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY	1	11.1	1,000	36.7
OTHER	1	11.1	200	7.3
TOTAL	9	100.0	2,726	100.0

TABLE 95 GRIEVANCE AND ARBITRATION PAY PROVISIONS *

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	44.4	653	24.0
GRIEVANCE PAY ONLY	5	55.6	2,073	76.0
TOTAL	9	100.0	2,726	100.0

TABLE 96 NEGOTIATION PAY PROVISIONS **

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	55.6	845	31.0
PROVISION EXISTS	4	44.4	1,881	69.0
TOTAL	9	100.0	2,726	100.0

TABLE 97 DANGEROUS WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	88.9	2,465	90.4
EMPLOYEE MUST BE INFORMED OF DANGEROUS WORK AND HAS THE RIGHT TO REFUSE IT	1	11.1	261	9.6
TOTAL	9	100.0	2,726	100.0

TABLE 98 LABOUR MANAGEMENT SAFETY COMMITTEES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	22.2	233	8.5
PROVISION EXISTS	7	77.8	2,493	91.5
TOTAL	9	100.0	2,726	100.0

*For Explanation see Number 10 in the Definition at page IX

**For Explanation see Number 11 in the Definition at page IX

TABLE 99 SAFETY COMMITTEE PAY PROVISIONS

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	33.3	383	14.0
PROVISION EXISTS	6	66.7	2,343	86.0
TOTAL	9	100.0	2,726	100.0

TABLE 100 LABOUR-MANAGEMENT COMMITTEE

COMMITTEE PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	33.3	520	19.1
PROVISION FOR COMMITTEE WITH ONLY GENERAL STATEMENT OF ITS PURPOSE	6	66.7	2,206	80.9
TOTAL	9	100.0	2,726	100.0

TABLE 101 ALLOWANCES FOR SAFETY SHOES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	77.8	2,256	82.8
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF SAFETY SHOES	2	22.2	470	17.2
TOTAL	9	100.0	2,726	100.0

TABLE 102 ALLOWANCES FOR SAFETY GLASSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	55.6	1,733	63.6
SAFETY GLASSES SUPPLIED AT NO COST TO EMPLOYEE	3	33.3	723	26.5
INITIAL SAFETY GLASSES SUPPLIED NO COST TO EMPLOYEE, REPLACEMENTS AT SOME COST	1	11.1	270	9.9
TOTAL	9	100.0	2,726	100.0

TABLE 103 SUPPLY OF OR ALLOWANCES FOR WORK CLOTHING OR UNIFORMS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	22.2	412	15.1
SUPPLIED AT NO COST TO EMPLOYEES	4	44.4	694	25.5
EMPLOYER MAKES A MONETARY ALLOWANCE	3	33.3	1,620	59.4
TOTAL	9	100.0	2,726	100.0

TABLE 104 MAINTENANCE OF WORK CLOTHING

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	55.6	1,232	45.2
MAINTAINED AT NO COST TO EMPLOYEES	4	44.4	1,494	54.8
TOTAL	9	100.0	2,726	100.0

TABLE 105 ALLOWANCE FOR TOOLS

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	22.2	258	9.5
TOOLS SUPPLIED AT NO COST TO EMPLOYEE	1	11.1	1,000	36.7
TOOLS REPLACED AT NO COST TO EMPLOYEE	1	11.1	350	12.8
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF TOOLS	2	22.2	462	16.9
MONETARY ALLOWANCE FOR PURCHASE OF TOOLS AND INSURANCE PROVIDED	3	33.3	656	24.1
TOTAL	9	100.0	2,726	100.0

TABLE 106 MEAL, LODGING AND PER DIEM ALLOWANCES ON TRAVEL STATUS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	77.8	1,601	58.7
MEAL AND LODGING ALLOWANCE, OR MEAL AND LODGING SUPPLIED	2	22.2	1,125	41.3
TOTAL	9	100.0	2,726	100.0

TABLE 107 TRAVEL TIME PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	100.0	2,726	100.0
TOTAL	9	100.0	2,726	100.0

TABLE 108 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	88.9	2,601	95.4
CENTS PER KILOMETER 17.0 CENTS	1	11.1	125	4.6
TOTAL	9	100.0	2,726	100.0

TABLE 109 APPRENTICESHIP TRAINING PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	22.2	233	8.5
PROVISION EXISTS	7	77.8	2,493	91.5
TOTAL	9	100.0	2,726	100.0

TABLE 110 APPRENTICESHIP TO JOURNEYMEN RATIO

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	100.0	2,726	100.0
TOTAL	9	100.0	2,726	100.0

TABLE 111 ON-THE-JOB TRAINING PROVISIONS*

PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	44.4	1,583	58.1
TRAINING FOR BARGAINING UNIT EMPLOYEES	5	55.6	1,143	41.9
TOTAL	9	100.0	2,726	100.0

*For Explanation see Number 12 in the Definition at page IX

TABLE 112 SEVERANCE PAY & LAY-OFF BENEFIT PLANS (OTHER THAN SUB) *

PLAN	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	33.3	583	21.4
SEVERANCE PAY PLAN	6	66.7	2,143	78.6
TOTAL	9	100.0	2,726	100.0

TABLE 113 SUPPLEMENTAL UNEMPLOYMENT BENEFIT (S.U.B.) PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	100.0	2,726	100.0
TOTAL	9	100.0	2,726	100.0

TABLE 114 RESTRICTIONS ON MOONLIGHTING

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	100.0	2,726	100.0
TOTAL	9	100.0	2,726	100.0

TABLE 115 RESTRICTIONS ON WORK BY NON-BARGAINING UNIT EMPLOYEES

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	44.4	583	21.4
PROVISION EXISTS	5	55.6	2,143	78.6
TOTAL	9	100.0	2,726	100.0

TABLE 116 RESTRICTIONS ON CONTRACTING OUT

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	44.4	1,770	64.9
PROVISION EXISTS	5	55.6	956	35.1
TOTAL	9	100.0	2,726	100.0

*For Explanation see Number 13 in the Definition at page X

TABLE 117 TECHNOLOGICAL CHANGE - ADVANCE NOTICE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	88.9	1,726	63.3
NOT SPECIFIED	1	11.1	1,000	36.7
TOTAL	9	100.0	2,726	100.0

TABLE 118 TECHNOLOGICAL CHANGE - CONSULTATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	88.9	1,726	63.3
PROVISION EXISTS	1	11.1	1,000	36.7
TOTAL	9	100.0	2,726	100.0

TABLE 119 TECHNOLOGICAL CHANGE - TRAINING BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	88.9	1,726	63.3
PROVISION EXISTS	1	11.1	1,000	36.7
TOTAL	9	100.0	2,726	100.0

TABLE 120 TECHNOLOGICAL CHANGE - ATTRITION ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	100.0	2,726	100.0
TOTAL	9	100.0	2,726	100.0

TABLE 121 TECHNOLOGICAL CHANGE - INCOME PROTECTION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	88.9	2,464	90.4
PROVISION EXISTS	1	11.1	262	9.6
TOTAL	9	100.0	2,726	100.0

TABLE 122 TECHNOLOGICAL CHANGE - JOINT AUTOMATION COMMITTEE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	100.0	2,726	100.0
TOTAL	9	100.0	2,726	100.0

TABLE 123 TECHNOLOGICAL CHANGE - RELOCATION ALLOWANCES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	100.0	2,726	100.0
TOTAL	9	100.0	2,726	100.0

TABLE 124 TECHNOLOGICAL CHANGE - TRANSFER ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	77.8	1,464	53.7
PROVISION EXISTS	2	22.2	1,262	46.3
TOTAL	9	100.0	2,726	100.0

TABLE 125 TECHNOLOGICAL CHANGE - ADVANCE NOTICE OF LAY-OFF

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	100.0	2,726	100.0
TOTAL	9	100.0	2,726	100.0

TABLE 126 TECHNOLOGICAL CHANGE - SEVERANCE PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	77.8	1,464	53.7
PROVISION EXISTS	2	22.2	1,262	46.3
TOTAL	9	100.0	2,726	100.0

TABLE 127 TECHNOLOGICAL CHANGE - ARBITRATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	100.0	2,726	100.0
TOTAL	9	100.0	2,726	100.0

TABLE 128 ADVANCE NOTICE OF PLANT CLOSING OR RELOCATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	100.0	2,726	100.0
TOTAL	9	100.0	2,726	100.0

TABLE 129 JOB EVALUATION AND UNION PARTICIPATION IN CLASSIFICATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	77.8	1,464	53.7
JOINT UNION-MANAGEMENT PARTICIPATION IN JOB CLASSIFICATION ON AD HOC BASIS	2	22.2	1,262	46.3
TOTAL	9	100.0	2,726	100.0

TABLE 130 GRIEVANCE OF JOB CLASSIFICATION OR RE-CLASSIFICATION

GRIEVANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	100.0	2,726	100.0
TOTAL	9	100.0	2,726	100.0

TABLE 131 EQUAL PAY FOR WORK OF EQUAL VALUE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	100.0	2,726	100.0
TOTAL	9	100.0	2,726	100.0

TABLE 132 FREQUENCY OF COST-OF-LIVING ADJUSTMENTS

FREQUENCY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	88.9	2,526	92.7
AUTOMATIC QUARTERLY ADJUSTMENTS	1	11.1	200	7.3
TOTAL	9	100.0	2,726	100.0

TABLE 133 AMOUNT OF COST-OF-LIVING ADJUSTMENTS

AMOUNT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	88.9	2,526	92.7
CENTS PER HOUR ADJUSTMENTS CAN NOT BE EASILY TABULATED	1	11.1	200	7.3
TOTAL	9	100.0	2,726	100.0

TABLE 134 ATTENDANCE OR CONTINUOUS SERVICE BONUS

BONUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	88.9	2,465	90.4
ATTENDANCE BONUS ONLY	1	11.1	261	9.6
TOTAL	9	100.0	2,726	100.0

TABLE 135 EMPLOYER CONTRIBUTION TO BASIC MEDICAL & HOSPITAL PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	44.4	1,383	50.7
100.0 PER CENT	5	55.6	1,343	49.3
TOTAL	9	100.0	2,726	100.0

TABLE 136 SPECIALIZED INSURANCE BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	44.4	1,383	50.7
DENTAL CARE PLAN ONLY	2	22.2	523	19.2
DENTAL CARE PLAN AND VISION CARE PLAN	2	22.2	550	20.2
COMBINATION OF THREE PLANS	1	11.1	270	9.9
TOTAL	9	100.0	2,726	100.0

TABLE 137 MAJOR MEDICAL OR COMPREHENSIVE BENEFIT PLANS*

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	77.8	2,106	77.3
PROVISION EXISTS	2	22.2	620	22.7
TOTAL	9	100.0	2,726	100.0

*For Explanation see Number 14 in the Definition at page X

TABLE 138

EMPLOYER CONTRIBUTIONS TO LIFE INSURANCE PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	44.4	1,383	50.7
100.0 PER CENT	4	44.4	993	36.4
NOT SPECIFIED	1	11.1	350	12.8
TOTAL	9	100.0	2,726	100.0

TABLE 139

AMOUNT OF BENEFITS PROVIDED IN LIFE INSURANCE PLANS

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	44.4	1,383	50.7
25,000 DOLLARS	2	22.2	523	19.2
50,000 DOLLARS	2	22.2	550	20.2
VARIES BY SEX, MARITAL OR DEPENDENT STATUS	1	11.1	270	9.9
TOTAL	9	100.0	2,726	100.0

TABLE 140

EMPLOYER CONTRIBUTIONS TO A. D. & D. INSURANCE

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	44.4	1,383	50.7
100.0 PER CENT	4	44.4	993	36.4
NOT SPECIFIED	1	11.1	350	12.8
TOTAL	9	100.0	2,726	100.0

TABLE 141

AMOUNT OF BENEFITS PROVIDED IN A. D. & D. INSURANCE

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	44.4	1,383	50.7
30,000 DOLLARS	1	11.1	270	9.9
50,000 DOLLARS	4	44.4	1,073	39.4
TOTAL	9	100.0	2,726	100.0

TABLE 142 EMPLOYER CONTRIB. TO WEEKLY SICKNESS & ACCIDENT INDEMNITY

AMOUNT OF PREMIUM CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	44.4	1,383	50.7
100.0 PER CENT	5	55.6	1,343	49.3
TOTAL	9	100.0	2,726	100.0

TABLE 143 AMOUNT OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	44.4	1,383	50.7
$400.00 PER WEEK	1	11.1	262	9.6
EXPRESSED AS PERCENT OF WAGES	2	22.2	620	22.7
VARIES WITH INCOME OR JOB CLASSIFICATION	2	22.2	461	16.9
TOTAL	9	100.0	2,726	100.0

TABLE 144 MAXIMUM DURATION OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

MAXIMUM DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	44.4	1,383	50.7
17 WEEKS	2	22.2	620	22.7
26 WEEKS	1	11.1	200	7.3
52 WEEKS	2	22.2	523	19.2
TOTAL	9	100.0	2,726	100.0

TABLE 145 LONG TERM DISABILITY BENEFIT PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	44.4	1,383	50.7
PROVISION EXISTS	5	55.6	1,343	49.3
TOTAL	9	100.0	2,726	100.0

TABLE 146 EMPLOYER CONTRIBUTIONS TO NON-SPECIFIED EMPLOYEE BENEFITS

PERCENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	77.8	2,493	91.5
100.0 PER CENT	1	11.1	125	4.6
NOT SPECIFIED	1	11.1	108	4.0
TOTAL	9	100.0	2,726	100.0

TABLE 147 PENSION PLANS

FINANCING ARRANGEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	22.2	1,150	42.2
NON-CONTRIBUTORY	2	22.2	395	14.5
CONTRIBUTORY	1	11.1	262	9.6
NOT SPECIFIED	4	44.4	919	33.7
TOTAL	9	100.0	2,726	100.0

SECTION III

MANUFACTURING

TABLE 1 EXPIRY DATES OF SELECTED AGREEMENTS

YEAR AND MONTH OF EXPIRATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
1987	11	14.7	1,886	12.9
APRIL	1	1.3	100	.7
MAY	1	1.3	175	1.2
JUNE	1	1.3	100	.7
JULY	1	1.3	218	1.5
AUGUST	1	1.3	100	.7
OCTOBER	1	1.3	220	1.5
NOVEMBER	1	1.3	180	1.2
DECEMBER	4	5.3	793	5.4
1988	35	46.7	7,262	49.5
JANUARY	2	2.7	430	2.9
FEBRUARY	3	4.0	686	4.7
MARCH	8	10.7	1,182	8.1
APRIL	5	6.7	1,414	9.6
MAY	3	4.0	575	3.9
JUNE	1	1.3	200	1.4
JULY	4	5.3	874	6.0
AUGUST	2	2.7	602	4.1
OCTOBER	1	1.3	400	2.7
NOVEMBER	4	5.3	671	4.6
DECEMBER	2	2.7	228	1.6
1989	20	26.7	3,204	21.8
FEBRUARY	6	8.0	867	5.9
MARCH	5	6.7	1,206	8.2
APRIL	2	2.7	270	1.8
MAY	2	2.7	286	1.9
JUNE	1	1.3	124	.8
JULY	3	4.0	346	2.4
NOVEMBER	1	1.3	105	.7
1990 AND LATER	9	12.0	2,321	15.8
FEBRUARY	2	2.7	280	1.9
MARCH	3	4.0	341	2.3
JULY	2	2.7	540	3.7
SEPTEMBER	1	1.3	1,000	6.8
OCTOBER	1	1.3	160	1.1
TOTAL	75	100.0	14,673	100.0

TABLE 2 DISTRIBUTION BY ECONOMIC REGION AND CENSUS DIVISION*

ECONOMIC REGION AND CENSUS DIVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
MEDICINE HAT	3	4.0	652	4.4
CENSUS DIVISION NO. 1	2	2.7	532	3.6
MULTIPLE CENSUS DIVISIONS	1	1.3	120	.8
LETHBRIDGE	10	13.3	1,425	9.7
CENSUS DIVISION NO. 2	10	13.3	1,425	9.7
CALGARY / DRUMHELLER	20	26.7	3,250	22.1
CENSUS DIVISION NO. 6	20	26.7	3,250	22.1
THE PARKS	4	5.3	856	5.8
CENSUS DIVISION NO. 9	1	1.3	138	.9
CENSUS DIVISION NO. 14	3	4.0	718	4.9
RED DEER / WAINWRIGHT	4	5.3	642	4.4
CENSUS DIVISION NO. 8	4	5.3	642	4.4
EDMONTON / LLOYDMIN.	26	34.7	6,177	42.1
CENSUS DIVISION NO. 11	26	34.7	6,177	42.1
PEACE RIVER	4	5.3	567	3.9
CENSUS DIVISION NO. 15	4	5.3	567	3.9
INTER-REGIONAL	3	4.0	980	6.7
PROVINCE WIDE	1	1.3	124	.8
TOTAL	75	100.0	14,673	100.0

*For Explanation see Number 1 in the Definition at page VIII

TABLE 3 DISTRIBUTION BY ECONOMIC REGION AND URBAN CENTRE*

ECONOMIC REGION AND URBAN CENTRE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
MEDICINE HAT	3	4.0	652	4.4
MEDICINE HAT	1	1.3	110	.7
REMAINDER	2	2.7	542	3.7
LETHBRIDGE	10	13.3	1,425	9.7
LETHBRIDGE	8	10.7	1,175	8.0
TABER	2	2.7	250	1.7
CALGARY / DRUMHELLER	20	26.7	3,250	22.1
CALGARY	19	25.3	3,150	21.5
REMAINDER	1	1.3	100	.7
THE PARKS	4	5.3	856	5.8
HINTON	2	2.7	598	4.1
REMAINDER	2	2.7	258	1.8
RED DEER / WAINWRIGHT	4	5.3	642	4.4
RED DEER	4	5.3	642	4.4
EDMONTON / LLOYDMIN.	26	34.7	6,177	42.1
EDMONTON	24	32.0	5,552	37.8
FORT SASKATCHEWAN	1	1.3	525	3.6
SPRUCE GROVE	1	1.3	100	.7
PEACE RIVER	4	5.3	567	3.9
REMAINDER	4	5.3	567	3.9
TWO OR MORE REGIONS	3	4.0	980	6.7
PROVINCE WIDE	1	1.3	124	.8
TOTAL	75	100.0	14,673	100.0

*For Explanation see Number 2 in the Definition at page VIII

TABLE 4 UNIONS REPRESENTING EMPLOYEES COVERED BY AGREEMENTS

UNION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
ALTA BRHD DAIRY EMPLOYEES	2	2.7	314	2.1
BAKERY WORKERS	1	1.3	121	.8
BOILERMAKERS	4	5.3	472	3.2
C.L.C. DIRECTLY CHARTERED	1	1.3	100	.7
CANADIAN PAPERWORKERS	1	1.3	478	3.3
CARPENTERS	2	2.7	400	2.7
EMPLOYEES ASSOCIATION	5	6.7	791	5.4
ENERGY & CHEMICAL WORKERS	10	13.3	2,249	15.3
GARMENT WORKERS	1	1.3	400	2.7
GLASSWORKERS	2	2.7	542	3.7
GRAPHIC COMMUNICATIONS	1	1.3	115	.8
IRON WORKERS	3	4.0	357	2.4
LADIES' GARMENT WORKERS	1	1.3	160	1.1
MACHINISTS	1	1.3	175	1.2
MULTI-UNION	1	1.3	100	.7
OPERATING ENGINEERS	2	2.7	251	1.7
RETAIL WHOLESALE UNION	3	4.0	435	3.0
RUBBER WORKERS	1	1.3	110	.7
STEELWORKERS	5	6.7	1,355	9.2
TEAMSTERS	5	6.7	1,322	9.0
UNITED FOOD & COMM. WORKERS	16	21.3	3,468	23.6
WOODWORKERS	7	9.3	958	6.5
TOTAL	75	100.0	14,673	100.0

TABLE 5 DURATION

DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
ONE YEAR	1	1.3	115	.8
BETWEEN ONE AND TWO YEARS	6	8.0	1,385	9.4
TWO YEARS	45	60.0	7,976	54.4
BETWEEN TWO AND THREE YEARS	2	2.7	241	1.6
THREE YEARS	17	22.7	3,153	21.5
MORE THAN THREE YEARS	4	5.3	1,803	12.3
TOTAL	75	100.0	14,673	100.0

TABLE 6 SIZE OF BARGAINING UNITS COVERED

SIZE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
100 - 199 EMPLOYEES	56	74.7	7,460	50.8
200 - 499 EMPLOYEES	16	21.3	5,113	34.8
500 - 999 EMPLOYEES	2	2.7	1,100	7.5
1,000 OR MORE EMPLOYEES	1	1.3	1,000	6.8
TOTAL	75	100.0	14,673	100.0

TABLE 7 TYPE OF BARGAINING UNIT COVERED*

TYPE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NON-OFFICE EMPLOYEES	72	96.0	13,765	93.8
NON-OFFICE AND OFFICE EMPLOYEES	3	4.0	908	6.2
TOTAL	75	100.0	14,673	100.0

TABLE 8 NON-DISCRIMINATION PROVISIONS

NON-DISCRIMINATION PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	32.0	4,516	30.8
UNION MEMBERSHIP	22	29.3	3,659	24.9
RACE, RELIGION, UNION MEMBERSHIP	1	1.3	105	.7
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP	1	1.3	330	2.2
RACE, RELIGION, NATIONALITY, SEX	7	9.3	1,331	9.1
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP, SEX	11	14.7	3,012	20.5
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP, SEX, AGE	4	5.3	994	6.8
RACE, RELIGION, NATIONALITY, SEX, AGE	1	1.3	150	1.0
RACE, RELIGION, NATIONALITY, SEX, AGE, UNION MEMBERSHIP, MARITAL STATUS	1	1.3	116	.8
DISCRIMINATION PROHIBITED BUT TYPES OF DISCRIMINATION NOT SPECIFIED	3	4.0	460	3.1
TOTAL	75	100.0	14,673	100.0

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*For Explanation see Number 3 in the Definition at page VIII

TABLE 9 MANAGEMENTS RIGHTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	8.0	1,188	8.1
GENERAL STATEMENT OF MANAGEMENT RIGHTS	7	9.3	1,637	11.2
ENUMERATED LIST OF MANAGEMENT RIGHTS	19	25.3	4,551	31.0
GENERAL STATEMENT OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	9	12.0	1,331	9.1
ENUMERATED LIST OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	34	45.3	5,966	40.7
TOTAL	75	100.0	14,673	100.0

TABLE 10 UNION MEMBERSHIP REQUIREMENTS *

MEMBERSHIP REQUIREMENTS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	17.3	2,682	18.3
CLOSED SHOP	6	8.0	816	5.6
UNION SHOP	48	64.0	9,829	67.0
MODIFIED UNION SHOP	4	5.3	547	3.7
MAINTENANCE OF MEMBERSHIP	3	4.0	699	4.8
MUST BECOME MEMBER OR PAY EQUIVALENT DUES	1	1.3	100	.7
TOTAL	75	100.0	14,673	100.0

TABLE 11 CHECK-OFF PAYMENTS

TYPE OF PAYMENT CHECK-OFF	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	2.7	305	2.1
DUES CHECK-OFF ONLY	17	22.7	3,321	22.6
DUES AND INITIATION FEES	23	30.7	4,986	34.0
DUES AND ASSESSMENTS	2	2.7	335	2.3
DUES AND FINES	2	2.7	229	1.6
DUES, INITIATION FEES AND ASSESSMENTS	25	33.3	4,538	30.9
DUES, INITIATION FEES AND FINES	1	1.3	400	2.7
DUES, INITIATION FEES, ASSESSMENTS AND FINES	3	4.0	559	3.8
TOTAL	75	100.0	14,673	100.0

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*For Explanation see Number 4 in the Definition at page VIII

TABLE 12 UNION DUES CHECK-OFF

CHECK-OFF PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	8.0	900	6.1
COMPULSORY FOR ALL EMPLOYEES COVERED BY THE AGREEMENT	50	66.7	10,197	69.5
COMPULSORY FOR UNION MEMBERS	1	1.3	175	1.2
COMPULSORY FOR NEW EMPLOYEES	2	2.7	275	1.9
COMPULSORY FOR UNION MEMBERS AND NEW EMPLOYEES	2	2.7	204	1.4
COMPULSORY FOR NEW EMPLOYEES AND PRESENT DUES-PAYING EMPLOYEES	1	1.3	120	.8
VOLUNTARY FOR ALL EMPLOYEES COVERED BY THE AGREEMENT	6	8.0	1,434	9.8
UNION DUES CHECK-OFF BUT NOT SPECIFIED WHETHER COMPULSORY OR VOLUNTARY	7	9.3	1,368	9.3
TOTAL	75	100.0	14,673	100.0

TABLE 13 PROBATIONARY PERIOD FOR NEWLY-HIRED EMPLOYEES

PROBATIONARY PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	9.3	1,222	8.3
30 CALENDAR DAYS	10	13.3	1,985	13.5
60 CALENDAR DAYS	4	5.3	728	5.0
90 CALENDAR DAYS	7	9.3	1,907	13.0
120 CALENDAR DAYS	4	5.3	1,430	9.7
15 WORKING DAYS/SHIFTS	1	1.3	300	2.0
30 WORKING DAYS/SHIFTS	7	9.3	1,007	6.9
40 WORKING DAYS/SHIFTS	1	1.3	119	.8
45 WORKING DAYS/SHIFTS	4	5.3	789	5.4
55 WORKING DAYS/SHIFTS	1	1.3	125	.9
60 WORKING DAYS/SHIFTS	9	12.0	1,322	9.0
65 WORKING DAYS/SHIFTS	1	1.3	100	.7
68 WORKING DAYS/SHIFTS	1	1.3	100	.7
90 WORKING DAYS/SHIFTS	5	6.7	1,527	10.4
130 WORKING DAYS/SHIFTS	1	1.3	175	1.2
10 WEEKS	1	1.3	125	.9
3 MONTHS	8	10.7	1,270	8.7
VARIES BY OCCUPATION OR CLASSIFICATION	1	1.3	167	1.1
OTHER	2	2.7	275	1.9
TOTAL	75	100.0	14,673	100.0

TABLE 14 TYPE OF SENIORITY UNIT FOR LAYOFFS, PROMOTIONS, TRANSFERS

SENIORITY UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	5.3	556	3.8
COMPANY	14	18.7	1,988	13.5
PLANT	17	22.7	3,001	20.5
DEPARTMENT	4	5.3	1,208	8.2
JOB OR OCCUPATIONAL CLASSIFICATION	3	4.0	329	2.2
COMBINATION OF COMPANY AND PLANT	2	2.7	200	1.4
COMBINATION OF COMPANY AND DEPARTMENT	3	4.0	1,045	7.1
COMBINATION OF COMPANY AND JOB OR OCCUPATIONAL CLASSIFICATION	1	1.3	400	2.7
COMBINATION OF PLANT AND DEPARTMENT	18	24.0	4,301	29.3
COMBINATION OF COMPANY, PLANT AND DEPARTMENT	1	1.3	130	.9
PLANT, DEPARTMENT AND JOB OR OCCUPATIONAL CLASSIFICATION	3	4.0	785	5.3
NOT SPECIFIED	5	6.7	730	5.0
TOTAL	75	100.0	14,673	100.0

TABLE 15 RETENTION OF SENIORITY OR RECALL RIGHTS DURING LAY-OFF

RETENTION PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	10.7	1,260	8.6
6 MONTHS	10	13.3	2,066	14.1
9 MONTHS	3	4.0	620	4.2
12 MONTHS	21	28.0	3,681	25.1
15 MONTHS	1	1.3	112	.8
18 MONTHS	4	5.3	875	6.0
24 MONTHS	3	4.0	1,560	10.6
48 MONTHS	1	1.3	105	.7
PERIOD RELATED TO LENGTH OF SERVICE, NO MAXIMUM	15	20.0	2,369	16.1
PERIOD RELATED TO LENGTH OF SERVICE, MAXIMUM	7	9.3	1,487	10.1
NO REFERENCE TO DURATION OF SENIORITY OR RECALL RIGHTS	2	2.7	538	3.7
TOTAL	75	100.0	14,673	100.0

TABLE 16 ADVANCE NOTICE OF LAY-OFF

LENGTH OF NOTICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	40	53.3	7,792	53.1
24 HOURS	2	2.7	219	1.5
48 HOURS	1	1.3	124	.8
3 CALENDAR DAYS	1	1.3	422	2.9
5 CALENDAR DAYS	1	1.3	102	.7
7 CALENDAR DAYS	1	1.3	218	1.5
2 WORKING DAYS/SHIFTS	1	1.3	115	.8
3 WORKING DAYS/SHIFTS	1	1.3	470	3.2
5 WORKING DAYS/SHIFTS	3	4.0	398	2.7
1 WEEKS	1	1.3	121	.8
4 WEEKS	1	1.3	175	1.2
VARIES WITH LENGTH OF SERVICE	22	29.3	4,517	30.8
TOTAL	75	100.0	14,673	100.0

TABLE 17 PAY IN LIEU OF NOTICE OF LAY-OFF

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	63	84.0	11,997	81.8
2 DAYS PAY	1	1.3	115	.8
5 DAYS PAY	1	1.3	138	.9
VARIES WITH LENGTH OF SERVICE	10	13.3	2,423	16.5
TOTAL	75	100.0	14,673	100.0

TABLE 18 ADVANCE NOTICE OF TERMINATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	65	86.7	12,624	86.0
PROVISION EXISTS FOR ADVANCE NOTICE ONLY	1	1.3	180	1.2
PROVISION EXISTS FOR ADVANCE NOTICE OR PAY IN LIEU OF NOTICE	8	10.7	1,399	9.5
ACCORDING TO LEGISLATION	1	1.3	470	3.2
TOTAL	75	100.0	14,673	100.0

TABLE 19 JOB POSTING

POSTING PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	21.3	2,711	18.5
48 HOURS	1	1.3	1,000	6.8
72 HOURS	1	1.3	135	.9
3 CALENDAR DAYS	4	5.3	870	5.9
5 CALENDAR DAYS	7	9.3	1,106	7.5
6 CALENDAR DAYS	1	1.3	105	.7
7 CALENDAR DAYS	3	4.0	1,030	7.0
8 CALENDAR DAYS	1	1.3	120	.8
2 WORKING DAYS/SHIFTS	4	5.3	571	3.9
3 WORKING DAYS/SHIFTS	12	16.0	1,972	13.4
5 WORKING DAYS/SHIFTS	14	18.7	3,257	22.2
6 WORKING DAYS/SHIFTS	1	1.3	422	2.9
7 WORKING DAYS/SHIFTS	2	2.7	300	2.0
10 WORKING DAYS/SHIFTS	1	1.3	175	1.2
1 WEEKS	1	1.3	120	.8
NOT SPECIFIED	6	8.0	779	5.3
TOTAL	75	100.0	14,673	100.0

TABLE 20 ROLE OF SENIORITY IN PROMOTIONS

SENIORITY IN PROMOTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	4.0	405	2.8
SOLE FACTOR	3	4.0	382	2.6
PRIMARY FACTOR	39	52.0	8,806	60.0
SECONDARY FACTOR	25	33.3	4,115	28.0
EQUAL FACTOR	2	2.7	220	1.5
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	3	4.0	745	5.1
TOTAL	75	100.0	14,673	100.0

TABLE 21 ROLE OF SENIORITY IN TRANSFERS

SENIORITY IN TRANSFERS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	40.0	4,727	32.2
SOLE FACTOR	6	8.0	1,186	8.1
PRIMARY FACTOR	22	29.3	4,815	32.8
SECONDARY FACTOR	12	16.0	2,088	14.2
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	5	6.7	1,857	12.7
TOTAL	75	100.0	14,673	100.0

TABLE 22 ROLE OF SENIORITY IN LAY-OFFS

SENIORITY IN LAY-OFFS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	2.7	250	1.7
SOLE FACTOR	21	28.0	3,842	26.2
PRIMARY FACTOR	31	41.3	6,685	45.6
SECONDARY FACTOR	16	21.3	2,791	19.0
EQUAL FACTOR	2	2.7	360	2.5
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	3	4.0	745	5.1
TOTAL	75	100.0	14,673	100.0

TABLE 23 EMPLOYEE GRIEVANCE - INITIAL PRESENTATION

GRIEVANCE PRESENTED BY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	1.3	138	.9
EMPLOYEE ONLY	10	13.3	1,807	12.3
UNION REPRESENTATIVE ONLY	6	8.0	732	5.0
EMPLOYEES WITH OR WITHOUT UNION REPRESENTATIVE	51	68.0	10,322	70.3
UNION ONLY	5	6.7	1,099	7.5
EMPLOYEE OR UNION REPRESENTATIVE	1	1.3	470	3.2
GRIEVANCE COMMITTEE ONLY	1	1.3	105	.7
TOTAL	75	100.0	14,673	100.0

TABLE 24 SPECIAL GRIEVANCE PROCEDURE - DISCIPLINE & DISMISSAL CASES

SPECIAL PROCEDURE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	37	49.3	6,147	41.9
NUMBER OF STEPS IN THE GRIEVANCE PROCEDURE IS REDUCED	28	37.3	5,633	38.4
DURATION OF DELAYS BETWEEN STEPS IS REDUCED	2	2.7	310	2.1
NUMBER OF STEPS AND DURATION OF DELAYS BETWEEN STEPS IS REDUCED	2	2.7	570	3.9
OTHER	6	8.0	2,013	13.7
TOTAL	75	100.0	14,673	100.0

TABLE 25 GRIEVANCE ARBITRATION - NUMBER OF ARBITRATORS

NUMBER OF ARBITRATORS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
SPECIFIC PROVISION FOR SINGLE ARBITRATOR	17	22.7	2,395	16.3
SPECIFIC PROVISION FOR PANEL/BOARD OF ARBITRATORS	46	61.3	10,470	71.4
PROVISION FOR SINGLE ARBITRATOR OR BOARD OF ARBITRATORS	12	16.0	1,808	12.3
TOTAL	75	100.0	14,673	100.0

TABLE 26 SCHEDULED WORK-WEEK (NUMBER OF DAYS)

DAYS PER WEEK	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	2.7	302	2.1
FIVE DAYS A WEEK	64	85.3	12,476	85.0
FIVE AND ONE-HALF DAYS A WEEK	1	1.3	101	.7
WORK DAYS VARY FOR DIFFERENT GROUPS OF EMPLOYEES	6	8.0	1,344	9.2
WORK DAYS VARY FOR DIFFERENT SEASONS OR OTHER PERIODS	2	2.7	450	3.1
TOTAL	75	100.0	14,673	100.0

TABLE 27 STANDARD DAILY HOURS*

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	1.3	200	1.4
7-3/10 HOURS	1	1.3	121	.8
8 HOURS	60	80.0	11,594	79.0
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	10	13.3	2,197	15.0
VARIES FOR DIFFERENT SEASONS	3	4.0	561	3.8
TOTAL	75	100.0	14,673	100.0

*For Explanation see Number 5 in the Definition at page IX

TABLE 28 STANDARD OR AVERAGE WEEKLY HOURS

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
36-1/4 HOURS	1	1.3	160	1.1
36-1/2 HOURS	1	1.3	121	.8
40 HOURS	66	88.0	12,695	86.5
44 HOURS	1	1.3	101	.7
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	5	6.7	1,481	10.1
VARIES FOR DIFFERENT SEASONS	1	1.3	115	.8
TOTAL	75	100.0	14,673	100.0

TABLE 29 PAID MEAL PERIOD PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	39	52.0	7,386	50.3
MEAL PERIOD PAID TO ALL EMPLOYEES DURING REGULAR WORK SCHEDULE	4	5.3	809	5.5
MEAL PERIOD PAID ON THREE SHIFT OPERATIONS	2	2.7	300	2.0
MEAL PERIOD PAID ON 3RD SHIFT ONLY	2	2.7	595	4.1
MEAL PERIOD PAID ON OVERTIME WORK	23	30.7	3,850	26.2
THREE SHIFTS AND OVERTIME	2	2.7	321	2.2
2ND AND 3RD SHIFT AND OVERTIME	2	2.7	1,112	7.6
PROVISIONS EXIST FOR PAID MEAL PERIOD, CANNOT DETERMINE WHICH CODE APPLIES	1	1.3	300	2.0
TOTAL	75	100.0	14,673	100.0

TABLE 30 COMPRESSED WORK WEEK AND FLEXTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	52	69.3	9,417	64.2
PROVISION FOR FLEX-TIME	1	1.3	105	.7
PROVISION FOR COMPRESSED WORK-WEEK	22	29.3	5,151	35.1
TOTAL	75	100.0	14,673	100.0

TABLE 31 OVERTIME RATE AFTER SCHEDULED DAILY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	2.7	302	2.1
TIME AND ONE-HALF	19	25.3	4,244	28.9
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 1 HOURS	1	1.3	400	2.7
DOUBLE TIME AFTER 2 HOURS	13	17.3	2,368	16.1
DOUBLE TIME AFTER 3 HOURS	9	12.0	1,382	9.4
DOUBLE TIME AFTER 4 HOURS	8	10.7	1,142	7.8
DOUBLE TIME AFTER 5 HOURS	5	6.7	755	5.1
DOUBLE TIME AFTER 8 HOURS	1	1.3	100	.7
OTHER	1	1.3	218	1.5
DOUBLE TIME	11	14.7	2,484	16.9
DOUBLE TIME INCREASED TO				
TRIPLE TIME AFTER 4 HOURS	1	1.3	400	2.7
1.50 TIME OFF OR PAY AT 1.50 TIME	1	1.3	124	.8
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	1	1.3	160	1.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.3	478	3.3
NOT SPECIFIED	1	1.3	116	.8
TOTAL	75	100.0	14,673	100.0

TABLE 32 OVERTIME RATE AFTER SCHEDULED WEEKLY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	31	41.3	6,082	41.5
TIME AND ONE-HALF	27	36.0	5,442	37.1
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 1 HOURS	1	1.3	400	2.7
DOUBLE TIME AFTER 3 HOURS	2	2.7	232	1.6
DOUBLE TIME AFTER 4 HOURS	1	1.3	105	.7
DOUBLE TIME AFTER 5 HOURS	2	2.7	396	2.7
DOUBLE TIME AFTER 8 HOURS	2	2.7	280	1.9
DOUBLE TIME AFTER 10 HOURS	1	1.3	125	.9
DOUBLE TIME AFTER 16 HOURS	1	1.3	300	2.0
DOUBLE TIME	5	6.7	709	4.8
1.50 TIME OFF OR PAY AT 1.50 TIME	1	1.3	124	.8
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.3	478	3.3
TOTAL	75	100.0	14,673	100.0

TABLE 33 OVERTIME RATE FOR SATURDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	42	56.0	9,146	62.3
TIME AND ONE-HALF	15	20.0	2,485	16.9
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 4 HOURS	5	6.7	768	5.2
DOUBLE TIME AFTER 8 HOURS	4	5.3	545	3.7
DOUBLE TIME	4	5.3	648	4.4
DOUBLE TIME INCREASED TO TRIPLE TIME AFTER 4 HOURS	1	1.3	400	2.7
EQUIVALENT TIME OFF	1	1.3	120	.8
2.00 TIME OFF OR PAY @ 2.00 INCREASED TO OTHER	1	1.3	160	1.1
OTHER	2	2.7	401	2.7
TOTAL	75	100.0	14,673	100.0

TABLE 34 OVERTIME RATE FOR SUNDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	28	37.3	6,828	46.5
TIME AND ONE-HALF	3	4.0	385	2.6
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 8 HOURS	1	1.3	100	.7
INCREASED RATE VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.3	130	.9
DOUBLE TIME	33	44.0	5,173	35.3
DOUBLE TIME INCREASED TO				
TRIPLE TIME AFTER 4 HOURS	1	1.3	400	2.7
TRIPLE TIME AFTER 14 HOURS	1	1.3	218	1.5
DOUBLE TIME AND ONE-HALF	3	4.0	506	3.4
EQUIVALENT TIME OFF	1	1.3	120	.8
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.3	478	3.3
OTHER	2	2.7	335	2.3
TOTAL	75	100.0	14,673	100.0

TABLE 35 OVERTIME RATE ON SIXTH DAY (NOT SCHEDULED)*

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	52	69.3	9,321	63.5
TIME AND ONE-HALF	10	13.3	2,436	16.6
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 2 HOURS	1	1.3	422	2.9
DOUBLE TIME AFTER 3 HOURS	2	2.7	277	1.9
DOUBLE TIME AFTER 4 HOURS	3	4.0	400	2.7
DOUBLE TIME AFTER 8 HOURS	1	1.3	218	1.5
DOUBLE TIME	6	8.0	1,599	10.9
TOTAL	75	100.0	14,673	100.0

TABLE 36 OVERTIME RATE ON SEVENTH DAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	49	65.3	8,576	58.4
TIME AND ONE-HALF	2	2.7	608	4.1
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 2 HOURS	1	1.3	422	2.9
DOUBLE TIME AFTER 3 HOURS	1	1.3	160	1.1
DOUBLE TIME AFTER 4 HOURS	2	2.7	225	1.5
DOUBLE TIME	19	25.3	4,464	30.4
DOUBLE TIME INCREASED TO TRIPLE TIME AFTER 14 HOURS	1	1.3	218	1.5
TOTAL	75	100.0	14,673	100.0

*For Explanation see Number 6 in the Definition at page IX

TABLE 37 PAYMENT FOR OR SUPPLY OF MEALS

AMOUNT OF PAYMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	32.0	4,693	32.0
$ 1.50 PER MEAL PAID AFTER				
3 HOURS OF OVERTIME	1	1.3	130	.9
$ 3.25 PER MEAL PAID AFTER				
2 HOURS OF OVERTIME	1	1.3	117	.8
$ 3.50 PER MEAL PAID AFTER				
2 HOURS OF OVERTIME	1	1.3	422	2.9
$ 4.00 PER MEAL PAID AFTER				
2 HOURS OF OVERTIME	1	1.3	175	1.2
$ 5.00 PER MEAL PAID AFTER				
1-1/2 HOURS OF OVERTIME	5	6.7	1,600	10.9
2 HOURS OF OVERTIME	6	8.0	912	6.2
3 HOURS OF OVERTIME	1	1.3	105	.7
UNSPECIFIED HOURS	4	5.3	710	4.8
$ 6.00 PER MEAL PAID AFTER				
1 HOURS OF OVERTIME	1	1.3	116	.8
2 HOURS OF OVERTIME	1	1.3	180	1.2
$ 7.00 PER MEAL PAID AFTER				
2 HOURS OF OVERTIME	1	1.3	150	1.0
$ 7.50 PER MEAL PAID AFTER				
2 HOURS OF OVERTIME	1	1.3	220	1.5
$ 8.00 PER MEAL PAID AFTER				
2 HOURS OF OVERTIME	4	5.3	558	3.8
$ 9.00 PER MEAL PAID AFTER				
2 HOURS OF OVERTIME	1	1.3	105	.7
AMOUNT NOT SPECIFIED, PAID AFTER				
2 HOURS OF OVERTIME	1	1.3	100	.7
MEALS FURNISHED BY EMPLOYER AFTER				
1 HOURS OF OVERTIME	2	2.7	280	1.9
1-1/2 HOURS OF OVERTIME	1	1.3	140	1.0
2 HOURS OF OVERTIME	13	17.3	2,851	19.4
4 HOURS OF OVERTIME	3	4.0	679	4.6
5 HOURS OF OVERTIME	1	1.3	100	.7
UNSPECIFIED HOURS	1	1.3	330	2.2
TOTAL	75	100.0	14,673	100.0

TABLE 38 RIGHT TO REFUSE OVERTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	45	60.0	8,368	57.0
PROVISION EXISTS	30	40.0	6,305	43.0
TOTAL	75	100.0	14,673	100.0

TABLE 39 PREMIUM PAY FOR WORK ON SCHEDULED SATURDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	64	85.3	12,747	86.9
AMOUNT PER HOUR				
$.30	1	1.3	175	1.2
$1.25	1	1.3	180	1.2
$1.50	1	1.3	100	.7
TIME RATE PAYMENT				
TIME AND ONE-HALF	5	6.7	975	6.6
DOUBLE TIME	2	2.7	396	2.7
OTHER	1	1.3	100	.7
TOTAL	75	100.0	14,673	100.0

TABLE 40 PREMIUM PAY FOR WORK ON SCHEDULED SUNDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	55	73.3	10,849	73.9
AMOUNT PER HOUR				
$.26	1	1.3	422	2.9
$.30	1	1.3	175	1.2
$.75	1	1.3	121	.8
$1.00	1	1.3	197	1.3
$1.25	4	5.3	861	5.9
$1.50	1	1.3	180	1.2
$1.75	1	1.3	100	.7
TIME RATE PAYMENT				
TIME AND ONE-HALF	8	10.7	1,372	9.4
DOUBLE TIME	2	2.7	396	2.7
TOTAL	75	100.0	14,673	100.0

TABLE 41 SECOND SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	8.0	1,134	7.7
AMOUNT PER HOUR				
$.23	1	1.3	197	1.3
$.25	9	12.0	1,528	10.4
$.30	6	8.0	831	5.7
$.31	8	10.7	1,807	12.3
$.35	11	14.7	3,031	20.7
$.37	1	1.3	121	.8
$.40	9	12.0	991	6.8
$.44	1	1.3	135	.9
$.45	2	2.7	314	2.1
$.49	1	1.3	119	.8
$.50	6	8.0	1,567	10.7
$.55	4	5.3	565	3.9
$.60	1	1.3	180	1.2
$.61	1	1.3	175	1.2
$.65	2	2.7	287	2.0
$.66	1	1.3	100	.7
$.67	1	1.3	470	3.2
$.68	2	2.7	855	5.8
$.85	1	1.3	151	1.0
$1.20	1	1.3	115	.8
TOTAL	75	100.0	14,673	100.0

TABLE 42 THIRD SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	10.7	1,450	9.9
AMOUNT PER HOUR				
$.25	2	2.7	290	2.0
$.30	10	13.3	1,699	11.6
$.31	5	6.7	787	5.4
$.35	11	14.7	2,736	18.6
$.37	1	1.3	121	.8
$.40	6	8.0	710	4.8
$.45	3	4.0	714	4.9
$.46	1	1.3	197	1.3
$.50	7	9.3	2,161	14.7
$.55	2	2.7	225	1.5
$.60	3	4.0	485	3.3
$.70	1	1.3	175	1.2
$.75	5	6.7	694	4.7
$.80	2	2.7	235	1.6
$1.00	3	4.0	394	2.7
$1.09	1	1.3	175	1.2
$1.16	1	1.3	100	.7
$1.20	2	2.7	800	5.5
$1.21	1	1.3	525	3.6
TOTAL	75	100.0	14,673	100.0

TABLE 43 SPLIT SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	72	96.0	13,844	94.4
AMOUNT PER HOUR				
$.25	1	1.3	135	.9
$.40	1	1.3	575	3.9
$.64	1	1.3	119	.8
TOTAL	75	100.0	14,673	100.0

TABLE 44 PREMIUM PAY FOR DIRTY WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	73	97.3	14,418	98.3
AMOUNT PER HOUR				
$.50	1	1.3	135	.9
PER CENT OF WAGES				
20.0 PER CENT	1	1.3	120	.8
TOTAL	75	100.0	14,673	100.0

TABLE 45 PREMIUM PAY FOR HAZARDOUS WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	73	97.3	14,443	98.4
AMOUNT PER HOUR				
$.40	1	1.3	105	.7
$.90	1	1.3	125	.9
TOTAL	75	100.0	14,673	100.0

TABLE 46 PREMIUM PAY FOR ABNORMAL WORKING CONDITIONS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	71	94.7	14,031	95.6
AMOUNT PER HOUR				
$.30	1	1.3	300	2.0
$.40	1	1.3	117	.8
PER CENT OF WAGES				
20.0 PER CENT	1	1.3	120	.8
NOT SPECIFIED	1	1.3	105	.7
TOTAL	75	100.0	14,673	100.0

TABLE 47 STAND-BY OR ON-CALL ADJUSTMENTS

PAY PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	68	90.7	13,419	91.5
PROVISION EXISTS	7	9.3	1,254	8.5
TOTAL	75	100.0	14,673	100.0

TABLE 48 REPORTING PAY GUARANTEES

MINIMUM GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	33.3	5,151	35.1
2.0 HOURS OF WORK OR PAY	1	1.3	101	.7
3.0 HOURS OF WORK OR PAY	1	1.3	135	.9
4.0 HOURS OF WORK OR PAY	37	49.3	7,212	49.2
VARIES DEPENDING ON WORK OR NOT	10	13.3	1,674	11.4
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.3	400	2.7
TOTAL	75	100.0	14,673	100.0

TABLE 49 CALL-BACK PAY GUARANTEES

MINIMUM GUARANTEE AND RATE OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	17.3	2,204	15.0
MINIMUM OF 2.0 HOURS AT DOUBLE TIME	3	4.0	732	5.0
MINIMUM OF 3.0 HOURS AT				
STRAIGHT TIME	1	1.3	220	1.5
TIME AND ONE-HALF	4	5.3	1,407	9.6
DOUBLE TIME	1	1.3	125	.9
MINIMUM OF 4.0 HOURS AT				
STRAIGHT TIME	13	17.3	2,231	15.2
TIME AND ONE-HALF	3	4.0	438	3.0
DOUBLE TIME	5	6.7	689	4.7
MINIMUM OF 5.0 HOURS AT STRAIGHT TIME	1	1.3	470	3.2
MINIMUM OF 1.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	1	1.3	115	.8
MINIMUM OF 4.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	16	21.3	3,265	22.3
MINIMUM OF 3.0 HOURS AT APPLICABLE OVERTIME RATE	1	1.3	101	.7
MINIMUM OF 4.0 HOURS AT APPLICABLE OVERTIME RATE	11	14.7	2,436	16.6
MINIMUM OF 4.0 HOURS, RATE NOT SPECIFIED	1	1.3	135	.9
OTHER	1	1.3	105	.7
TOTAL	75	100.0	14,673	100.0

TABLE 50 WAGE OR EMPLOYMENT GUARANTEES

GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	59	78.7	11,241	76.6
WEEKLY WORK OR WAGE GUARANTEE	15	20.0	3,272	22.3
OTHER	1	1.3	160	1.1
TOTAL	75	100.0	14,673	100.0

TABLE 51 PAY ON TEMPORARY TRANSFERS TO LOWER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	40.0	5,500	37.5
EMPLOYEE RETAINS HIS RATE FOR DURATION OF TRANSFER	42	56.0	8,838	60.2
EMPLOYEE RETAINS HIS RATE ONLY FOR A SPECIFED PERIOD	3	4.0	335	2.3
TOTAL	75	100.0	14,673	100.0

TABLE 52 PAY ON TEMPORARY TRANSFERS TO HIGHER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	28.0	4,016	27.4
EMPLOYEE PAID HIGHER RATE FOR DURATION OF TRANSFER	26	34.7	5,854	39.9
EMPLOYEE PAID HIGHER RATE ONLY AFTER A SPECIFIED PERIOD	25	33.3	4,406	30.0
EMPLOYEE PAID HIGHER RATE FROM START OF TRANSFER OR AFTER A PERIOD OF TIME	2	2.7	285	1.9
OTHER	1	1.3	112	.8
TOTAL	75	100.0	14,673	100.0

TABLE 53 PAID REST OR RELIEF PERIODS

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	28.0	4,345	29.6
2 PERIODS, 10 MINUTES EACH	19	25.3	3,017	20.6
2 PERIODS, 12 MINUTES EACH	2	2.7	322	2.2
2 PERIODS, 15 MINUTES EACH	28	37.3	5,894	40.2
2 PERIODS, DURATION VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.3	300	2.0
2 PERIODS, DURATION VARIES FOR MORNING AND AFTERNOON	2	2.7	525	3.6
2 PERIODS, DURATION NOT SPECIFIED	2	2.7	270	1.8
TOTAL	75	100.0	14,673	100.0

TABLE 54 PAID CLEAN-UP OR CLOTHES CHANGING TIME

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	61	81.3	11,266	76.8
1 PERIOD 5 MINUTES EACH	6	8.0	950	6.5
1 PERIOD 10 MINUTES EACH	1	1.3	112	.8
1 PERIOD DURATION VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.3	117	.8
PERIODS AND DURATION NOT SPECIFIED	6	8.0	2,228	15.2
TOTAL	75	100.0	14,673	100.0

TABLE 55 NUMBER OF PAID HOLIDAYS

ANNUAL ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
9 FULL HOLIDAYS	1	1.3	121	.8
10 FULL HOLIDAYS	22	29.3	4,025	27.4
10 FULL HOLIDAYS PLUS 2 HALF HOLIDAYS	1	1.3	117	.8
11 FULL HOLIDAYS	36	48.0	7,536	51.4
11 FULL HOLIDAYS PLUS 1 HALF HOLIDAY	1	1.3	197	1.3
11 FULL HOLIDAYS PLUS 2 HALF HOLIDAYS	1	1.3	151	1.0
12 FULL HOLIDAYS	10	13.3	1,771	12.1
13 FULL HOLIDAYS	2	2.7	277	1.9
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.3	478	3.3
TOTAL	75	100.0	14,673	100.0

TABLE 56 YEAR-END HOLIDAY PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	74	98.7	14,553	99.2
PROVISION EXISTS	1	1.3	120	.8
TOTAL	75	100.0	14,673	100.0

TABLE 57 SERVICE REQUIREMENTS FOR HOLIDAY PAY

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	34	45.3	6,399	43.6
30 CALENDAR DAYS	20	26.7	3,414	23.3
90 CALENDAR DAYS	1	1.3	470	3.2
1 WORKING DAY	1	1.3	140	1.0
7 WORKING DAYS	1	1.3	170	1.2
30 WORKING DAYS	10	13.3	1,853	12.6
45 WORKING DAYS	1	1.3	422	2.9
65 WORKING DAYS	1	1.3	100	.7
90 WORKING DAYS	1	1.3	130	.9
1 MONTH	1	1.3	135	.9
6 MONTHS	1	1.3	175	1.2
NOT SPECIFIED	1	1.3	1,000	6.8
OTHER	2	2.7	265	1.8
TOTAL	75	100.0	14,673	100.0

TABLE 58 WORK REQUIREMENTS FOR HOLIDAY PAY

WORK REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	12.0	1,286	8.8
DAY BEFORE AND AFTER HOLIDAY	61	81.3	11,804	80.4
DAY BEFORE OR AFTER HOLIDAY	2	2.7	575	3.9
DURING HOLIDAY WEEK OR OTHER PERIOD	2	2.7	530	3.6
COMBINATIONS	1	1.3	478	3.3
TOTAL	75	100.0	14,673	100.0

TABLE 59 LOSS OF HOLIDAY PAY - FAILURE TO REPORT FOR SCHEDULED WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	64	85.3	12,069	82.3
PROVISION EXISTS	11	14.7	2,604	17.7
TOTAL	75	100.0	14,673	100.0

TABLE 60 PAY FOR HOLIDAYS FALLING ON SATURDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	32	42.7	6,381	43.5
PRECEDING FRIDAY OFF WITH PAY	9	12.0	1,284	8.8
FOLLOWING MONDAY OFF WITH PAY	11	14.7	1,694	11.5
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY	12	16.0	2,101	14.3
ANOTHER DAY OFF WITH PAY	3	4.0	723	4.9
EXTRA DAYS PAY	2	2.7	327	2.2
FOLLOWING MONDAY OR ANOTHER DAY OFF WITH PAY	2	2.7	395	2.7
PRECEDING FRIDAY OR FOLLOWING MONDAY OR ANOTHER DAY OFF WITH PAY	2	2.7	588	4.0
OTHER	2	2.7	1,180	8.0
TOTAL	75	100.0	14,673	100.0

TABLE 61 PAY FOR HOLIDAYS FALLING ON SUNDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	28	37.3	5,879	40.1
FOLLOWING MONDAY OFF WITH PAY	25	33.3	3,460	23.6
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY	11	14.7	1,981	13.5
ANOTHER DAY OFF WITH PAY	4	5.3	890	6.1
FOLLOWING MONDAY OR ANOTHER DAY OFF WITH PAY	2	2.7	395	2.7
PRECEDING FRIDAY OR FOLLOWING MONDAY OR ANOTHER DAY OFF WITH PAY	2	2.7	588	4.0
ACCORDING TO GOVERNMENT REGULATIONS	2	2.7	1,300	8.9
OTHER	1	1.3	180	1.2
TOTAL	75	100.0	14,673	100.0

TABLE 62 COMPENSATION FOR HOLIDAYS FALLING WITHIN VACATION PERIOD

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	33.3	4,242	28.9
EXTRA DAYS VACATION WITH PAY	28	37.3	5,433	37.0
EXTRA DAYS PAY	6	8.0	830	5.7
EXTRA DAYS VACATION WITH PAY OR EXTRA DAYS PAY	16	21.3	4,168	28.4
TOTAL	75	100.0	14,673	100.0

TABLE 63 COMPENSATION FOR HOLIDAYS FALLING ON SCHEDULED DAYS OFF

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	53	70.7	10,648	72.6
EXTRA DAY OFF WITH PAY	11	14.7	1,667	11.4
EXTRA DAYS PAY	4	5.3	712	4.9
EXTRA DAY OFF OR EXTRA DAYS PAY	7	9.3	1,646	11.2
TOTAL	75	100.0	14,673	100.0

TABLE 64 COMPENSATION FOR WORK ON PAID HOLIDAYS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	6.7	802	5.5
TIME AND ONE-HALF PLUS HOLIDAY PAY	25	33.3	5,822	39.7
DOUBLE TIME PLUS HOLIDAY PAY	29	38.7	5,182	35.3
DOUBLE TIME AND ONE-HALF PLUS HOLIDAY PAY	2	2.7	260	1.8
TRIPLE TIME PLUS HOLIDAY PAY	4	5.3	782	5.3
STRAIGHT TIME PLUS ANOTHER DAY OFF WITH PAY	1	1.3	120	.8
TIME AND ONE-HALF, PLUS ANOTHER DAY OFF WITH PAY	1	1.3	100	.7
DOUBLE TIME PLUS ANOTHER DAY OFF WITH PAY	1	1.3	175	1.2
TIME AND ONE-HALF PLUS HOLIDAY PAY OR ANOTHER DAY OFF WITH PAY	1	1.3	105	.7
DAY AND ONE-HALF OFF WITH PAY OR EXTRA DAY AND ONE-HALF PAY PLUS HOLIDAY PAY	2	2.7	314	2.1
VARIES WITH NUMBER OF HOURS WORKED OR FOR DIFFERENT HOLIDAYS	3	4.0	860	5.9
NOT SPECIFIED	1	1.3	151	1.0
TOTAL	75	100.0	14,673	100.0

TABLE 65 LENGTH OF SERVICE FOR TWO WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	8.0	1,487	10.1
SIX MONTHS BUT LESS THAN ONE YEAR	1	1.3	140	1.0
1 YEAR	66	88.0	12,677	86.4
OTHER	2	2.7	369	2.5
TOTAL	75	100.0	14,673	100.0

*For Explanation see Number 7 in the Definition at page IX

TABLE 66 LENGTH OF SERVICE FOR THREE WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
1 YEAR	6	8.0	1,375	9.4
2 YEARS	10	13.3	1,988	13.5
3 YEARS	24	32.0	3,612	24.6
4 YEARS	14	18.7	3,106	21.2
5 YEARS	21	28.0	4,592	31.3
TOTAL	75	100.0	14,673	100.0

TABLE 67 LENGTH OF SERVICE FOR FOUR WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	1.3	120	.8
5 YEARS	2	2.7	358	2.4
7 YEARS	7	9.3	1,361	9.3
8 YEARS	14	18.7	2,185	14.9
9 YEARS	7	9.3	1,297	8.8
10 YEARS	27	36.0	5,898	40.2
11 YEARS	5	6.7	1,414	9.6
12 YEARS	7	9.3	1,217	8.3
14 YEARS	1	1.3	115	.8
15 YEARS	3	4.0	603	4.1
18 YEARS	1	1.3	105	.7
TOTAL	75	100.0	14,673	100.0

*For Explanation see Number 7 in the Definition at page IX

TABLE 68 LENGTH OF SERVICE FOR FIVE WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	21.3	2,231	15.2
12 YEARS	3	4.0	758	5.2
13 YEARS	2	2.7	238	1.6
14 YEARS	3	4.0	463	3.2
15 YEARS	13	17.3	2,293	15.6
16 YEARS	1	1.3	100	.7
17 YEARS	1	1.3	175	1.2
18 YEARS	2	2.7	298	2.0
19 YEARS	3	4.0	645	4.4
20 YEARS	24	32.0	5,679	38.7
21 YEARS	1	1.3	101	.7
22 YEARS	3	4.0	1,050	7.2
23 YEARS	1	1.3	422	2.9
30 YEARS	2	2.7	220	1.5
TOTAL	75	100.0	14,673	100.0

TABLE 69 LENGTH OF SERVICE FOR SIX WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	28	37.3	4,798	32.7
16 YEARS	2	2.7	238	1.6
20 YEARS	8	10.7	1,282	8.7
23 YEARS	1	1.3	100	.7
24 YEARS	6	8.0	1,165	7.9
25 YEARS	23	30.7	5,675	38.7
30 YEARS	7	9.3	1,415	9.6
TOTAL	75	100.0	14,673	100.0

*For Explanation see Number 7 in the Definition at page IX

TABLE 70 MAXIMUM PAID VACATION *

MAXIMUM VACATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
THREE WEEKS	1	1.3	120	.8
FOUR WEEKS	16	21.3	2,291	15.6
FIVE WEEKS	11	14.7	2,462	16.8
SIX WEEKS	32	42.7	7,071	48.2
SEVEN WEEKS	14	18.7	2,629	17.9
EIGHT WEEKS	1	1.3	100	.7
TOTAL	75	100.0	14,673	100.0

TABLE 71 PAY IN LIEU OF VACATIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	65	86.7	12,186	83.1
PROVISION EXISTS	10	13.3	2,487	16.9
TOTAL	75	100.0	14,673	100.0

TABLE 72 PAID SICK LEAVE (CASUAL ILLNESS)**

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	57	76.0	11,575	78.9
CASUAL ILLNESS LEAVE	17	22.7	2,938	20.0
COMBINATION CASUAL AND GENERAL ILLNESS LEAVE	1	1.3	160	1.1
TOTAL	75	100.0	14,673	100.0

TABLE 73 SERVICE REQUIREMENTS FOR PAID SICK LEAVE **

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	61	81.3	12,253	83.5
90 WORKING DAYS	1	1.3	130	.9
3 MONTHS	3	4.0	421	2.9
6 MONTHS	2	2.7	330	2.2
12 MONTHS	8	10.7	1,539	10.5
TOTAL	75	100.0	14,673	100.0

*For Explanation see Number 7 in the Definition at page IX

**For Explanation see Number 8 in the Definition at page IX

TABLE 74 AMOUNT OF PAID SICK LEAVE *

AMOUNT OF LEAVE PER YEAR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	59	78.7	11,852	80.8
4 DAYS	1	1.3	100	.7
5 DAYS	4	5.3	1,114	7.6
6 DAYS	3	4.0	371	2.5
9 DAYS	1	1.3	130	.9
12 DAYS	4	5.3	681	4.6
24 DAYS	1	1.3	160	1.1
25 DAYS	1	1.3	115	.8
OTHER	1	1.3	150	1.0
TOTAL	75	100.0	14,673	100.0

TABLE 75 MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE *

MAXIMUM ACCUMULATION ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	61	81.3	12,133	82.7
UNDER 60 DAYS	11	14.7	2,160	14.7
180 - 209 DAYS	1	1.3	150	1.0
NO LIMIT SPECIFIED	1	1.3	130	.9
SICK LEAVE CONVERTED TO CASH AT YEAR END	1	1.3	100	.7
TOTAL	75	100.0	14,673	100.0

TABLE 76 PAYMENT OF UNUSED SICK LEAVE ON TERMINATION OF EMPLOYMENT*

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	73	97.3	14,363	97.9
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT 100.0 PER CENT	1	1.3	110	.7
PER CENT NOT SPECIFIED	1	1.3	200	1.4
TOTAL	75	100.0	14,673	100.0

*For Explanation see Number 8 in the Definition at page IX

TABLE 77 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON TERMINATION*

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	73	97.3	14,363	97.9
20 DAYS	2	2.7	310	2.1
TOTAL	75	100.0	14,673	100.0

TABLE 78 PAYMENT FOR UNUSED SICK LEAVE ON RETIREMENT*

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	71	94.7	14,037	95.7
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT 100.0 PER CENT	1	1.3	110	.7
PER CENT NOT SPECIFIED	3	4.0	526	3.6
TOTAL	75	100.0	14,673	100.0

TABLE 79 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON RETIREMENT*

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	71	94.7	14,037	95.7
20 DAYS	3	4.0	506	3.4
OTHER	1	1.3	130	.9
TOTAL	75	100.0	14,673	100.0

TABLE 80 PAYMENT FOR UNUSED SICK LEAVE ON DEATH*

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	75	100.0	14,673	100.0
TOTAL	75	100.0	14,673	100.0

TABLE 81 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID FOR ON DEATH*

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	75	100.0	14,673	100.0
TOTAL	75	100.0	14,673	100.0

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*For Explanation see Number 8 in the Definition at page IX

TABLE 82 INJURY PAY PROVISIONS *

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	39	52.0	6,770	46.1
PROVISION EXISTS	36	48.0	7,903	53.9
TOTAL	75	100.0	14,673	100.0

TABLE 83 WORKERS COMPENSATION PAY SUPPLEMENTS

AMOUNT OF SUPPLEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	70	93.3	13,658	93.1
FULL DIFFERENCE BETWEEN REGULAR PAY AND COMPENSATION PAY	2	2.7	570	3.9
PART OF DIFFERENCE BETWEEN REGULAR PAY AND COMPENSATION PAY	1	1.3	135	.9
FULL DIFFERENCE BETWEEN REGULAR AND COMPENSATION PAY TAKEN FROM SICK LEAVE	1	1.3	160	1.1
OTHER	1	1.3	150	1.0
TOTAL	75	100.0	14,673	100.0

TABLE 84 MAXIMUM PERIOD OF WORKERS COMPENSATION PAY SUPPLEMENTS

MAXIMUM PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	70	93.3	13,628	92.9
2 MONTHS	1	1.3	470	3.2
3 MONTHS	2	2.7	285	1.9
UNTIL UNUSED SICK LEAVE IS EXHAUSTED	1	1.3	160	1.1
NOT SPECIFIED	1	1.3	130	.9
TOTAL	75	100.0	14,673	100.0

TABLE 85 PAID JURY DUTY LEAVE

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	24.0	3,564	24.3
DIFFERENCE BETWEEN REGULAR PAY AND JURY FEES	54	72.0	10,576	72.1
PART OF DIFFERENCE BETWEEN REGULAR PAY AND JURY FEES	1	1.3	140	1.0
REGULAR PAY PLUS JURY DUTY FEES	2	2.7	393	2.7
TOTAL	75	100.0	14,673	100.0

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*For Explanation see Number 9 in the Definition at page IX

TABLE 86 PAID BEREAVEMENT LEAVE

MAXIMUM NUMBER OF DAYS ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	2.7	430	2.9
IMMEDIATE FAMILY ONLY				
3.0 DAYS	37	49.3	6,756	46.0
4.0 DAYS	1	1.3	196	1.3
5.0 DAYS	1	1.3	135	.9
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE OR OTHER RELATIVES	11	14.7	2,714	18.5
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 2.0 DAYS FOR CLOSE OR OTHER RELATIVES	2	2.7	435	3.0
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 3.0 DAYS FOR CLOSE OR OTHER RELATIVES	1	1.3	110	.7
5.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 3.0 DAYS FOR CLOSE OR OTHER RELATIVES	1	1.3	140	1.0
5.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, LEAVE FOR CLOSE OR OTHER RELATIVES AT EMPLOYERS DISCRETION	1	1.3	218	1.5
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE RELATIVES AND 2.0 DAYS FOR ADD TRAVEL TIME	2	2.7	625	4.3
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 2.0 DAYS FOR CLOSE RELATIVES AND 1.0 DAYS FOR ADD TRAVEL TIME	1	1.3	167	1.1
4.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 3.0 DAYS FOR CLOSE RELATIVES AND LEAVE FOR OTHER RELATIVES AT EMPLOYERS DISCRETION	1	1.3	110	.7
3.0 DAYS BASIC LEAVE WITH 1.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	1	1.3	105	.7
3.0 DAYS BASIC LEAVE WITH 2.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	2	2.7	205	1.4
3.0 DAYS BASIC LEAVE WITH 3.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	1	1.3	175	1.2
3.0 DAYS BASIC LEAVE WITH ADDITIONAL DAYS IF TRAVEL INVOLVED, AT EMPLOYERS DISCRETION	1	1.3	121	.8
NOT SPECIFIED	9	12.0	2,031	13.8
TOTAL	75	100.0	14,673	100.0

TABLE 87 SERVICE REQUIREMENTS FOR MATERNITY LEAVE

SERVICE REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	54	72.0	10,372	70.7
6 MONTHS	1	1.3	422	2.9
9 MONTHS	1	1.3	167	1.1
12 MONTHS	18	24.0	3,532	24.1
20 MONTHS	1	1.3	180	1.2
TOTAL	75	100.0	14,673	100.0

TABLE 88 LENGTH OF MATERNITY LEAVE

LENGTH OF LEAVE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	46	61.3	8,913	60.7
10 WEEKS	1	1.3	180	1.2
16 WEEKS	1	1.3	180	1.2
17 WEEKS	3	4.0	659	4.5
18 WEEKS	8	10.7	1,063	7.2
20 WEEKS	4	5.3	983	6.7
21 WEEKS	2	2.7	400	2.7
24 WEEKS	3	4.0	895	6.1
32 WEEKS	1	1.3	100	.7
36 WEEKS	1	1.3	150	1.0
52 WEEKS	1	1.3	422	2.9
ACCORDING TO LEGISLATION	2	2.7	298	2.0
NOT SPECIFIED	2	2.7	430	2.9
TOTAL	75	100.0	14,673	100.0

TABLE 89 SENIORITY STATUS DURING MATERNITY LEAVE

SENIORITY STATUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	59	78.7	11,503	78.4
SENIORITY RETAINED UP TO TIME MATERNITY LEAVE BEGINS	2	2.7	396	2.7
SENIORITY ACCUMULATES DURING ENTIRE MATERNITY LEAVE	10	13.3	1,947	13.3
SENIORITY ACCUMULATES DURING PART OF MATERNITY LEAVE	2	2.7	592	4.0
REFERENCE TO SENIORITY STATUS NOT SPECIFIC OR CANNOT BE DETERMINED	1	1.3	100	.7
OTHER	1	1.3	135	.9
TOTAL	75	100.0	14,673	100.0

TABLE 90 MATERNITY LEAVE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	44	58.7	8,268	56.3
MATERNITY LEAVE PLAN EXISTS	31	41.3	6,405	43.7
TOTAL	75	100.0	14,673	100.0

TABLE 91 LEAVE OF ABSENCE FOR FULL-TIME UNION DUTIES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	28	37.3	5,542	37.8
PROVISION EXISTS	47	62.7	9,131	62.2
TOTAL	75	100.0	14,673	100.0

TABLE 92 LEAVE OF ABSENCE FOR UNION FUNCTIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	21.3	2,940	20.0
PROVISION EXISTS	59	78.7	11,733	80.0
TOTAL	75	100.0	14,673	100.0

TABLE 93 PAID LEAVE OF ABSENCE FOR PERSONAL REASONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	66	88.0	13,204	90.0
PATERNITY	7	9.3	1,121	7.6
PAID LEAVE OF ABSENCE FOR PERSONAL REASONS NOT SPECIFIED	2	2.7	348	2.4
TOTAL	75	100.0	14,673	100.0

TABLE 94 LEAVE OF ABSENCE FOR EDUCATIONAL PURPOSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	57	76.0	10,475	71.4
LEAVE WITHOUT PAY	7	9.3	1,422	9.7
LEAVE WITH FULL PAY	5	6.7	1,371	9.3
LEAVE FOR EDUCATIONAL PURPOSES PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY	5	6.7	1,275	8.7
OTHER	1	1.3	130	.9
TOTAL	75	100.0	14,673	100.0

TABLE 95 GRIEVANCE AND ARBITRATION PAY PROVISIONS *

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	35	46.7	5,613	38.3
GRIEVANCE PAY ONLY	36	48.0	8,492	57.9
GRIEVANCE AND ARBITRATION PAY	4	5.3	568	3.9
TOTAL	75	100.0	14,673	100.0

TABLE 96 NEGOTIATION PAY PROVISIONS **

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	59	78.7	12,066	82.2
PROVISION EXISTS	16	21.3	2,607	17.8
TOTAL	75	100.0	14,673	100.0

TABLE 97 DANGEROUS WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	74	98.7	14,373	98.0
EMPLOYEE HAS RIGHT TO REFUSE DANGEROUS WORK	1	1.3	300	2.0
TOTAL	75	100.0	14,673	100.0

*For Explanation see Number 10 in the Definition at page IX

**For Explanation see Number 11 in the Definition at page IX

TABLE 98 LABOUR MANAGEMENT SAFETY COMMITTEES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	25.3	2,923	19.9
PROVISION EXISTS	56	74.7	11,750	80.1
TOTAL	75	100.0	14,673	100.0

TABLE 99 SAFETY COMMITTEE PAY PROVISIONS

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	45	60.0	7,328	49.9
PROVISION EXISTS	30	40.0	7,345	50.1
TOTAL	75	100.0	14,673	100.0

TABLE 100 LABOUR-MANAGEMENT COMMITTEE

COMMITTEE PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	48	64.0	9,077	61.9
PROVISION FOR COMMITTEE WITH ONLY GENERAL STATEMENT OF ITS PURPOSE	26	34.7	5,466	37.3
PROVISION FOR COMMITTEE BUT RESTRICTED TO DISCUSSING A SPECIFIC LIST OF ITEMS	1	1.3	130	.9
TOTAL	75	100.0	14,673	100.0

TABLE 101 ALLOWANCES FOR SAFETY SHOES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	33	44.0	7,877	53.7
SAFETY SHOES SUPPLIED AT NO COST TO EMPLOYEE	2	2.7	500	3.4
SAFETY SHOES SUPPLIED AT SOME COST TO EMPLOYEE	1	1.3	105	.7
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF SAFETY SHOES	38	50.7	6,081	41.4
MONETARY ALLOWANCE PROVIDED FOR INITIAL SAFETY SHOES,REPLACEMENTS AT SOME COST	1	1.3	110	.7
TOTAL	75	100.0	14,673	100.0

TABLE 102 ALLOWANCES FOR SAFETY GLASSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	59	78.7	12,020	81.9
SAFETY GLASSES SUPPLIED AT NO COST TO EMPLOYEE	11	14.7	1,631	11.1
SAFETY GLASSES REPLACED AT NO COST TO EMPLOYEE	2	2.7	305	2.1
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF SAFETY GLASSES	3	4.0	717	4.9
TOTAL	75	100.0	14,673	100.0

TABLE 103 SUPPLY OF OR ALLOWANCES FOR WORK CLOTHING OR UNIFORMS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	29	38.7	6,376	43.5
SUPPLIED AT NO COST TO EMPLOYEES	30	40.0	6,015	41.0
SUPPLIED AT SOME COST TO EMPLOYEES	8	10.7	1,163	7.9
EMPLOYER MAKES A MONETARY ALLOWANCE	6	8.0	844	5.8
OTHER	2	2.7	275	1.9
TOTAL	75	100.0	14,673	100.0

TABLE 104 MAINTENANCE OF WORK CLOTHING

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	51	68.0	10,565	72.0
MAINTAINED AT NO COST TO EMPLOYEES	19	25.3	3,426	23.3
EMPLOYER MAKES MONETARY ALLOWANCE FOR MAINTENANCE OF WORK CLOTHING	3	4.0	412	2.8
OTHER	2	2.7	270	1.8
TOTAL	75	100.0	14,673	100.0

TABLE 105 ALLOWANCE FOR TOOLS

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	43	57.3	7,874	53.7
TOOLS SUPPLIED AT NO COST TO EMPLOYEE	7	9.3	1,071	7.3
TOOLS SUPPLIED AT SOME COST TO EMPLOYEE	1	1.3	200	1.4
TOOLS REPLACED AT NO COST TO EMPLOYEE	11	14.7	2,825	19.3
TOOLS REPLACED AT SOME COST TO EMPLOYEE	1	1.3	400	2.7
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF TOOLS	2	2.7	612	4.2
INSURANCE PROVIDED FOR EMPLOYEES TOOLS	3	4.0	799	5.4
TOOLS REPLACED AT NO COST AND INSURANCE PROVIDED	4	5.3	567	3.9
TOOLS REPLACED AT SOME COST AND INSURANCE PROVIDED	1	1.3	100	.7
OTHER	2	2.7	225	1.5
TOTAL	75	100.0	14,673	100.0

TABLE 106 MEAL, LODGING AND PER DIEM ALLOWANCES ON TRAVEL STATUS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	71	94.7	13,943	95.0
MEAL ALLOWANCE (OR MEALS SUPPLIED)	1	1.3	400	2.7
LODGING ALLOWANCE (OR LODGING SUPPLIED)	1	1.3	100	.7
MEAL AND LODGING ALLOWANCE, OR MEAL AND LODGING SUPPLIED	2	2.7	230	1.6
TOTAL	75	100.0	14,673	100.0

TABLE 107 TRAVEL TIME PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	71	94.7	14,183	96.7
PAY FOR TRAVEL TIME DIRECTLY RELATED TO THE JOB	4	5.3	490	3.3
TOTAL	75	100.0	14,673	100.0

TABLE 108 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	73	97.3	14,453	98.5
CENTS PER KILOMETER 22.0 CENTS	1	1.3	100	.7
VARIES WITH DISTANCE	1	1.3	120	.8
TOTAL	75	100.0	14,673	100.0

TABLE 109 APPRENTICESHIP TRAINING PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	51	68.0	9,997	68.1
PROVISION EXISTS	24	32.0	4,676	31.9
TOTAL	75	100.0	14,673	100.0

TABLE 110 APPRENTICESHIP TO JOURNEYMEN RATIO

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	70	93.3	13,949	95.1
ONE TO THREE	1	1.3	115	.8
ONE TO FIVE	1	1.3	197	1.3
RATIO VARIES BY TRADE	3	4.0	412	2.8
TOTAL	75	100.0	14,673	100.0

TABLE 111 ON-THE-JOB TRAINING PROVISIONS *

PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	48	64.0	8,686	59.2
TRAINING FOR BARGAINING UNIT EMPLOYEES	25	33.3	5,702	38.9
TRAINING FOR NON-BARGAINING UNIT EMPLOYEES	1	1.3	150	1.0
TRAINING FOR BARGAINING AND NON-BARGAINING UNIT EMPLOYEES	1	1.3	135	.9
TOTAL	75	100.0	14,673	100.0

*For Explanation see Number 12 in the Definition at page IX

TABLE 112 SEVERANCE PAY & LAY-OFF BENEFIT PLANS (OTHER THAN SUB)*

PLAN	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	45	60.0	7,851	53.5
SEVERANCE PAY PLAN	26	34.7	5,938	40.5
LAY-OFF BENEFIT PLAN	1	1.3	160	1.1
SEVERANCE PAY AND LAY-OFF BENEFIT PLANS	3	4.0	724	4.9
TOTAL	75	100.0	14,673	100.0

TABLE 113 SUPPLEMENTAL UNEMPLOYMENT BENEFIT (S.U.B.) PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	66	88.0	13,377	91.2
PROVISION EXISTS	9	12.0	1,296	8.8
TOTAL	75	100.0	14,673	100.0

TABLE 114 RESTRICTIONS ON MOONLIGHTING

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	72	96.0	14,159	96.5
PROVISION EXISTS	3	4.0	514	3.5
TOTAL	75	100.0	14,673	100.0

TABLE 115 RESTRICTIONS ON WORK BY NON-BARGAINING UNIT EMPLOYEES

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	34.7	5,742	39.1
PROVISION EXISTS	49	65.3	8,931	60.9
TOTAL	75	100.0	14,673	100.0

TABLE 116 RESTRICTIONS ON CONTRACTING OUT

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	53	70.7	9,810	66.9
PROVISION EXISTS	22	29.3	4,863	33.1
TOTAL	75	100.0	14,673	100.0

*For Explanation see Number 13 in the Definition at page X

TABLE 117 TECHNOLOGICAL CHANGE - ADVANCE NOTICE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	53	70.7	10,656	72.6
1 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	3	4.0	390	2.7
2 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	3	4.0	465	3.2
3 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	5	6.7	954	6.5
6 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	6	8.0	1,186	8.1
LESS THAN ONE MONTHS NOTICE	1	1.3	250	1.7
NOT SPECIFIED	3	4.0	605	4.1
OTHER	1	1.3	167	1.1
TOTAL	75	100.0	14,673	100.0

TABLE 118 TECHNOLOGICAL CHANGE - CONSULTATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	59	78.7	11,206	76.4
PROVISION EXISTS	16	21.3	3,467	23.6
TOTAL	75	100.0	14,673	100.0

TABLE 119 TECHNOLOGICAL CHANGE - TRAINING BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	58	77.3	11,027	75.2
PROVISION EXISTS	17	22.7	3,646	24.8
TOTAL	75	100.0	14,673	100.0

TABLE 120 TECHNOLOGICAL CHANGE - ATTRITION ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	71	94.7	13,758	93.8
PROVISION EXISTS	4	5.3	915	6.2
TOTAL	75	100.0	14,673	100.0

TABLE 121 TECHNOLOGICAL CHANGE - INCOME PROTECTION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	60	80.0	10,528	71.8
PROVISION EXISTS	15	20.0	4,145	28.2
TOTAL	75	100.0	14,673	100.0

TABLE 122 TECHNOLOGICAL CHANGE - JOINT AUTOMATION COMMITTEE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	75	100.0	14,673	100.0
TOTAL	75	100.0	14,673	100.0

TABLE 123 TECHNOLOGICAL CHANGE - RELOCATION ALLOWANCES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	74	98.7	14,573	99.3
PROVISION EXISTS	1	1.3	100	.7
TOTAL	75	100.0	14,673	100.0

TABLE 124 TECHNOLOGICAL CHANGE - TRANSFER ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	67	89.3	13,091	89.2
PROVISION EXISTS	8	10.7	1,582	10.8
TOTAL	75	100.0	14,673	100.0

TABLE 125 TECHNOLOGICAL CHANGE - ADVANCE NOTICE OF LAY-OFF

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	70	93.3	13,750	93.7
PROVISION EXISTS	5	6.7	923	6.3
TOTAL	75	100.0	14,673	100.0

TABLE 126 TECHNOLOGICAL CHANGE - SEVERANCE PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	59	78.7	11,796	80.4
PROVISION EXISTS	16	21.3	2,877	19.6
TOTAL	75	100.0	14,673	100.0

TABLE 127 TECHNOLOGICAL CHANGE - ARBITRATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	74	98.7	14,573	99.3
PROVISION EXISTS	1	1.3	100	.7
TOTAL	75	100.0	14,673	100.0

TABLE 128 ADVANCE NOTICE OF PLANT CLOSING OR RELOCATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	65	86.7	11,808	80.5
2 CALENDAR DAYS	1	1.3	250	1.7
5 CALENDAR DAYS	2	2.7	255	1.7
30 CALENDAR DAYS	2	2.7	350	2.4
60 CALENDAR DAYS	2	2.7	600	4.1
90 CALENDAR DAYS	2	2.7	1,300	8.9
OVER 95 DAYS	1	1.3	110	.7
TOTAL	75	100.0	14,673	100.0

TABLE 129 JOB EVALUATION AND UNION PARTICIPATION IN CLASSIFICATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	56	74.7	10,429	71.1
FORMAL JOB EVALUATION PLAN	8	10.7	2,009	13.7
JOINT UNION-MANAGEMENT PARTICIPATION IN JOB CLASSIFICATION ON AD HOC BASIS	10	13.3	2,038	13.9
JOINT UNION-MANAGEMENT PARTICIPATION IN JOB CLASSIFICATION ON FORMAL BASIS	1	1.3	197	1.3
TOTAL	75	100.0	14,673	100.0

TABLE 130 GRIEVANCE OF JOB CLASSIFICATION OR RE-CLASSIFICATION

GRIEVANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	67	89.3	13,199	90.0
PROVISION EXISTS	8	10.7	1,474	10.0
TOTAL	75	100.0	14,673	100.0

TABLE 131 EQUAL PAY FOR WORK OF EQUAL VALUE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	73	97.3	14,213	96.9
PROVISION FOR EQUAL PAY FOR EQUAL WORK	2	2.7	460	3.1
TOTAL	75	100.0	14,673	100.0

TABLE 132 FREQUENCY OF COST-OF-LIVING ADJUSTMENTS

FREQUENCY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	63	84.0	12,369	84.3
AUTOMATIC QUARTERLY ADJUSTMENTS	4	5.3	770	5.2
AUTOMATIC ANNUAL ADJUSTMENTS	3	4.0	778	5.3
ONE ADJUSTMENT DURING TERM OF AGREEMENT	5	6.7	756	5.2
TOTAL	75	100.0	14,673	100.0

TABLE 133 AMOUNT OF COST-OF-LIVING ADJUSTMENTS

AMOUNT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	62	82.7	12,218	83.3
1 CENTS PER HOUR ADJUSTMENT FOR				
.3 POINT CHANGE IN THE C.P.I.	5	6.7	961	6.5
.4 POINT CHANGE IN THE C.P.I.	1	1.3	422	2.9
CENTS PER HOUR ADJUSTMENTS CAN NOT BE EASILY TABULATED	4	5.3	651	4.4
PERCENTAGE ADJUSTMENTS CAN NOT BE EASILY TABULATED	1	1.3	167	1.1
OTHER	2	2.7	254	1.7
TOTAL	75	100.0	14,673	100.0

TABLE 134 ATTENDANCE OR CONTINUOUS SERVICE BONUS

BONUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	73	97.3	14,154	96.5
CONTINUOUS SERVICE BONUS ONLY	2	2.7	519	3.5
TOTAL	75	100.0	14,673	100.0

TABLE 135 EMPLOYER CONTRIBUTION TO BASIC MEDICAL & HOSPITAL PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	27	36.0	5,058	34.5
50.0 PER CENT	3	4.0	715	4.9
60.0 PER CENT	2	2.7	400	2.7
66.6 PER CENT	1	1.3	151	1.0
75.0 PER CENT	4	5.3	673	4.6
80.0 PER CENT	1	1.3	124	.8
100.0 PER CENT	28	37.3	5,347	36.4
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.3	1,000	6.8
VARIES BY SEX, MARITAL OR DEPENDENT STATUS	1	1.3	170	1.2
FLAT SUM PAYMENT	1	1.3	138	.9
NOT SPECIFIED	6	8.0	897	6.1
TOTAL	75	100.0	14,673	100.0

TABLE 136 SPECIALIZED INSURANCE BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	17.3	2,500	17.0
DENTAL CARE PLAN ONLY	43	57.3	7,371	50.2
VISION CARE PLAN ONLY	1	1.3	1,000	6.8
PRESCRIPTION DRUG PLAN AND DENTAL CARE PLAN	5	6.7	972	6.6
PRESCRIPTION DRUG PLAN AND VISON CARE PLAN	1	1.3	400	2.7
DENTAL CARE PLAN AND VISION CARE PLAN	8	10.7	1,562	10.6
COMBINATION OF THREE PLANS	3	4.0	718	4.9
OTHER	1	1.3	150	1.0
TOTAL	75	100.0	14,673	100.0

TABLE 137 MAJOR MEDICAL OR COMPREHENSIVE BENEFIT PLANS *

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	57	76.0	11,966	81.6
PROVISION EXISTS	18	24.0	2,707	18.4
TOTAL	75	100.0	14,673	100.0

TABLE 138 EMPLOYER CONTRIBUTIONS TO LIFE INSURANCE PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	25.3	3,713	25.3
50.0 PER CENT	2	2.7	325	2.2
60.0 PER CENT	2	2.7	400	2.7
66.6 PER CENT	1	1.3	151	1.0
75.0 PER CENT	4	5.3	626	4.3
80.0 PER CENT	1	1.3	124	.8
100.0 PER CENT	33	44.0	6,403	43.6
FLAT SUM PAYMENT	1	1.3	138	.9
NOT SPECIFIED	12	16.0	2,793	19.0
TOTAL	75	100.0	14,673	100.0

*For Explanation see Number 14 in the Definition at page X

TABLE 139 AMOUNT OF BENEFITS PROVIDED IN LIFE INSURANCE PLANS

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	26.7	3,863	26.3
3,000 DOLLARS	1	1.3	422	2.9
5,000 DOLLARS	1	1.3	400	2.7
6,500 DOLLARS	1	1.3	167	1.1
10,000 DOLLARS	2	2.7	400	2.7
15,000 DOLLARS	3	4.0	408	2.8
17,000 DOLLARS	1	1.3	125	.9
18,000 DOLLARS	1	1.3	103	.7
20,000 DOLLARS	5	6.7	826	5.6
21,000 DOLLARS	1	1.3	110	.7
23,000 DOLLARS	1	1.3	175	1.2
25,000 DOLLARS	5	6.7	1,066	7.3
26,500 DOLLARS	1	1.3	105	.7
29,000 DOLLARS	4	5.3	612	4.2
30,000 DOLLARS	2	2.7	637	4.3
31,000 DOLLARS	3	4.0	486	3.3
32,000 DOLLARS	1	1.3	125	.9
35,000 DOLLARS	2	2.7	598	4.1
VARIES WITH INCOME OR JOB CLASSIFICATION	10	13.3	2,198	15.0
VARIES BY SEX, MARITAL OR DEPENDENT STATUS	1	1.3	120	.8
CHANGES DURING TERM OF AGREEMENT	1	1.3	130	.9
NOT SPECIFIED	7	9.3	1,127	7.7
OTHER	1	1.3	470	3.2
TOTAL	75	100.0	14,673	100.0

TABLE 140 EMPLOYER CONTRIBUTIONS TO A. D. & D. INSURANCE

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	43	57.3	9,119	62.1
60.0 PER CENT	2	2.7	400	2.7
66.6 PER CENT	1	1.3	151	1.0
75.0 PER CENT	3	4.0	516	3.5
80.0 PER CENT	1	1.3	124	.8
100.0 PER CENT	20	26.7	3,375	23.0
NOT SPECIFIED	5	6.7	988	6.7
TOTAL	75	100.0	14,673	100.0

TABLE 141 AMOUNT OF BENEFITS PROVIDED IN A. D. & D. INSURANCE

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	43	57.3	9,119	62.1
5,000 DOLLARS	1	1.3	400	2.7
6,500 DOLLARS	1	1.3	167	1.1
10,000 DOLLARS	1	1.3	300	2.0
18,000 DOLLARS	1	1.3	103	.7
20,000 DOLLARS	4	5.3	561	3.8
21,000 DOLLARS	1	1.3	110	.7
23,000 DOLLARS	1	1.3	175	1.2
25,000 DOLLARS	3	4.0	626	4.3
26,500 DOLLARS	1	1.3	105	.7
29,000 DOLLARS	4	5.3	612	4.2
30,000 DOLLARS	1	1.3	112	.8
31,000 DOLLARS	3	4.0	486	3.3
35,000 DOLLARS	1	1.3	478	3.3
VARIES WITH INCOME OR JOB CLASSIFICATION	5	6.7	769	5.2
CHANGES DURING TERM OF AGREEMENT	1	1.3	130	.9
NOT SPECIFIED	3	4.0	420	2.9
TOTAL	75	100.0	14,673	100.0

TABLE 142 EMPLOYER CONTRIB. TO WEEKLY SICKNESS & ACCIDENT INDEMNITY

AMOUNT OF PREMIUM CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	28.0	3,442	23.5
50.0 PER CENT	4	5.3	1,945	13.3
60.0 PER CENT	2	2.7	400	2.7
66.6 PER CENT	1	1.3	151	1.0
75.0 PER CENT	4	5.3	626	4.3
80.0 PER CENT	1	1.3	124	.8
85.0 PER CENT	1	1.3	100	.7
100.0 PER CENT	29	38.7	5,592	38.1
FLAT SUM PAYMENT	5	6.7	743	5.1
NOT SPECIFIED	6	8.0	1,250	8.5
OTHER	1	1.3	300	2.0
TOTAL	75	100.0	14,673	100.0

TABLE 143 AMOUNT OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	29.3	3,592	24.5
$100.00 PER WEEK	1	1.3	300	2.0
$245.00 PER WEEK	1	1.3	138	.9
$270.00 PER WEEK	1	1.3	175	1.2
$275.00 PER WEEK	1	1.3	121	.8
$276.00 PER WEEK	1	1.3	400	2.7
$282.00 PER WEEK	1	1.3	105	.7
$297.00 PER WEEK	1	1.3	102	.7
$318.00 PER WEEK	3	4.0	392	2.7
$325.00 PER WEEK	3	4.0	461	3.1
$350.00 PER WEEK	1	1.3	100	.7
EXPRESSED AS PERCENT OF WAGES	17	22.7	3,927	26.8
VARIES WITH INCOME OR JOB CLASSIFICATION	14	18.7	2,725	18.6
VARIES WITH SEX OR WITH SEX AND INCOME	2	2.7	1,125	7.7
NOT SPECIFIED	6	8.0	1,010	6.9
TOTAL	75	100.0	14,673	100.0

TABLE 144 MAXIMUM DURATION OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

MAXIMUM DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	29.3	3,592	24.5
9 WEEKS	1	1.3	470	3.2
13 WEEKS	1	1.3	300	2.0
14 WEEKS	1	1.3	196	1.3
15 WEEKS	3	4.0	423	2.9
26 WEEKS	16	21.3	2,472	16.8
36 WEEKS	1	1.3	102	.7
39 WEEKS	2	2.7	224	1.5
40 WEEKS	1	1.3	525	3.6
52 WEEKS	13	17.3	2,400	16.4
VARIES WITH LENGTH OF SERVICE	5	6.7	2,245	15.3
NOT SPECIFIED	9	12.0	1,724	11.7
TOTAL	75	100.0	14,673	100.0

TABLE 145 LONG TERM DISABILITY BENEFIT PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	47	62.7	9,313	63.5
PROVISION EXISTS	28	37.3	5,360	36.5
TOTAL	75	100.0	14,673	100.0

TABLE 146 EMPLOYER CONTRIBUTIONS TO NON-SPECIFIED EMPLOYEE BENEFITS

PERCENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	62	82.7	12,874	87.7
50.0 PER CENT	1	1.3	116	.8
100.0 PER CENT	2	2.7	335	2.3
PER CENT OF PAYROLL	1	1.3	160	1.1
FLAT SUM PAYMENT	2	2.7	222	1.5
NOT SPECIFIED	7	9.3	966	6.6
TOTAL	75	100.0	14,673	100.0

TABLE 147 PENSION PLANS

FINANCING ARRANGEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	32	42.7	5,787	39.4
NON-CONTRIBUTORY	12	16.0	2,039	13.9
CONTRIBUTORY	7	9.3	970	6.6
NOT SPECIFIED	24	32.0	5,877	40.1
TOTAL	75	100.0	14,673	100.0

SECTION IV

CONSTRUCTION

TABLE 1 EXPIRY DATES OF SELECTED AGREEMENTS

YEAR AND MONTH OF EXPIRATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
1987	9	34.6	10,214	48.1
APRIL	3	11.5	649	3.1
JUNE	5	19.2	3,565	16.8
SEPTEMBER	1	3.8	6,000	28.3
1988	8	30.8	3,702	17.4
APRIL	5	19.2	3,150	14.8
JUNE	2	7.7	430	2.0
OCTOBER	1	3.8	122	.6
1989	9	34.6	7,300	34.4
FEBRUARY	1	3.8	3,500	16.5
APRIL	3	11.5	1,330	6.3
JUNE	4	15.4	1,770	8.3
SEPTEMBER	1	3.8	700	3.3
TOTAL	26	100.0	21,216	100.0

TABLE 2 DISTRIBUTION BY ECONOMIC REGION AND CENSUS DIVISION*

ECONOMIC REGION AND CENSUS DIVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
LETHBRIDGE	1	3.8	122	.6
CENSUS DIVISION NO. 3	1	3.8	122	.6
CALGARY / DRUMHELLER	2	7.7	499	2.4
CENSUS DIVISION NO. 6	2	7.7	499	2.4
EDMONTON / LLOYDMIN.	3	11.5	415	2.0
CENSUS DIVISION NO. 11	3	11.5	415	2.0
ATHABASCA	4	15.4	1,845	8.7
CENSUS DIVISION NO. 12	4	15.4	1,845	8.7
INTER-REGIONAL	5	19.2	1,355	6.4
PROVINCE WIDE	11	42.3	16,980	80.0
TOTAL	26	100.0	21,216	100.0

TABLE 3 DISTRIBUTION BY ECONOMIC REGION AND URBAN CENTRE**

ECONOMIC REGION AND URBAN CENTRE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
LETHBRIDGE	1	3.8	122	.6
REMAINDER	1	3.8	122	.6
CALGARY / DRUMHELLER	2	7.7	499	2.4
CALGARY	2	7.7	499	2.4
EDMONTON / LLOYDMIN.	3	11.5	415	2.0
EDMONTON	1	3.8	100	.5
FORT SASKATCHEWAN	2	7.7	315	1.5
ATHABASCA	4	15.4	1,845	8.7
REMAINDER	4	15.4	1,845	8.7
TWO OR MORE REGIONS	5	19.2	1,355	6.4
PROVINCE WIDE	11	42.3	16,980	80.0
TOTAL	26	100.0	21,216	100.0

*For Explanation see Number 1 in the Definition at page VIII

**For Explanation see Number 2 in the Definition at page VIII

TABLE 4 UNIONS REPRESENTING EMPLOYEES COVERED BY AGREEMENTS

UNION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
BOILERMAKERS	1	3.8	2,000	9.4
BRICKLAYERS	2	7.7	780	3.7
CARPENTERS	1	3.8	100	.5
ELECTRICAL WORKERS	1	3.8	6,000	28.3
EMPLOYEES ASSOCIATION	1	3.8	175	.8
IRON WORKERS	2	7.7	1,300	6.1
LABOURERS	3	11.5	570	2.7
MINE WORKERS	1	3.8	122	.6
MULTI-UNION	6	23.1	2,720	12.8
OPERATING ENGINEERS	3	11.5	5,700	26.9
PAINTERS & GLAZIERS	3	11.5	649	3.1
PLUMBERS	1	3.8	600	2.8
TEAMSTERS	1	3.8	500	2.4
TOTAL	26	100.0	21,216	100.0

TABLE 5 DURATION

DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
ONE YEAR	3	11.5	505	2.4
BETWEEN ONE AND TWO YEARS	5	19.2	8,700	41.0
TWO YEARS	8	30.8	3,200	15.1
BETWEEN TWO AND THREE YEARS	5	19.2	1,462	6.9
THREE YEARS	1	3.8	6,000	28.3
MORE THAN THREE YEARS	4	15.4	1,349	6.4
TOTAL	26	100.0	21,216	100.0

TABLE 6 SIZE OF BARGAINING UNITS COVERED

SIZE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
100 - 199 EMPLOYEES	7	26.9	877	4.1
200 - 499 EMPLOYEES	8	30.8	1,934	9.1
500 - 999 EMPLOYEES	6	23.1	3,905	18.4
1,000 OR MORE EMPLOYEES	5	19.2	14,500	68.3
TOTAL	26	100.0	21,216	100.0

TABLE 7 TYPE OF BARGAINING UNIT COVERED*

TYPE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NON-OFFICE EMPLOYEES	26	100.0	21,216	100.0
T O T A L	26	100.0	21,216	100.0

TABLE 8 NON-DISCRIMINATION PROVISIONS

NON-DISCRIMINATION PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	15	57.7	13,294	62.7
UNION MEMBERSHIP	8	30.8	7,272	34.3
RACE, RELIGION, UNION MEMBERSHIP, SEX	1	3.8	100	.5
OTHER	2	7.7	550	2.6
T O T A L	26	100.0	21,216	100.0

TABLE 9 MANAGEMENTS RIGHTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	34.6	3,525	16.6
GENERAL STATEMENT OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	1	3.8	140	.7
ENUMERATED LIST OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	16	61.5	17,551	82.7
T O T A L	26	100.0	21,216	100.0

TABLE 10 UNION MEMBERSHIP REQUIREMENTS **

MEMBERSHIP REQUIREMENTS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
CLOSED SHOP	21	80.8	20,111	94.8
UNION SHOP	5	19.2	1,105	5.2
T O T A L	26	100.0	21,216	100.0

*For Explanation see Number 3 in the Definition at page VIII

**For Explanation see Number 4 in the Definition at page VIII

TABLE 11 CHECK-OFF PAYMENTS

TYPE OF PAYMENT CHECK-OFF	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	11.5	840	4.0
DUES CHECK-OFF ONLY	9	34.6	8,922	42.1
DUES AND INITIATION FEES	3	11.5	1,075	5.1
DUES AND ASSESSMENTS	1	3.8	2,000	9.4
DUES, INITIATION FEES AND ASSESSMENTS	10	38.5	8,379	39.5
TOTAL	26	100.0	21,216	100.0

TABLE 12 UNION DUES CHECK-OFF

CHECK-OFF PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	11.5	1,050	4.9
COMPULSORY FOR ALL EMPLOYEES COVERED BY THE AGREEMENT	17	65.4	15,376	72.5
COMPULSORY FOR EMPLOYEES HIRED AFTER A CERTAIN DATE & PRESENT DUES-PAYING EMPL	1	3.8	100	.5
COMPULSORY FOR UNION MEMBERS AND NEW EMPLOYEES	1	3.8	250	1.2
VOLUNTARY FOR ALL EMPLOYEES COVERED BY THE AGREEMENT	1	3.8	2,000	9.4
UNION DUES CHECK-OFF BUT NOT SPECIFIED WHETHER COMPULSORY OR VOLUNTARY	3	11.5	2,440	11.5
TOTAL	26	100.0	21,216	100.0

TABLE 13 PROBATIONARY PERIOD FOR NEWLY-HIRED EMPLOYEES

PROBATIONARY PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	96.2	21,041	99.2
90 WORKING DAYS/SHIFTS	1	3.8	175	.8
TOTAL	26	100.0	21,216	100.0

TABLE 14 TYPE OF SENIORITY UNIT FOR LAYOFFS, PROMOTIONS, TRANSFERS

SENIORITY UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	92.3	20,919	98.6
NOT SPECIFIED	2	7.7	297	1.4
TOTAL	26	100.0	21,216	100.0

TABLE 15 RETENTION OF SENIORITY OR RECALL RIGHTS DURING LAY-OFF

RETENTION PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	96.2	21,041	99.2
6 MONTHS	1	3.8	175	.8
TOTAL	26	100.0	21,216	100.0

TABLE 16 ADVANCE NOTICE OF LAY-OFF

LENGTH OF NOTICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	73.1	17,264	81.4
1 HOURS	3	11.5	2,780	13.1
2 HOURS	3	11.5	1,050	4.9
3 HOURS	1	3.8	122	.6
TOTAL	26	100.0	21,216	100.0

TABLE 17 PAY IN LIEU OF NOTICE OF LAY-OFF

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	76.9	19,264	90.8
NOT SPECIFIED	3	11.5	922	4.3
OTHER	3	11.5	1,030	4.9
TOTAL	26	100.0	21,216	100.0

TABLE 18 ADVANCE NOTICE OF TERMINATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	92.3	15,116	71.2
PROVISION EXISTS FOR ADVANCE NOTICE ONLY	2	7.7	6,100	28.8
TOTAL	26	100.0	21,216	100.0

TABLE 19 JOB POSTING

POSTING PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	100.0	21,216	100.0
TOTAL	26	100.0	21,216	100.0

TABLE 20 ROLE OF SENIORITY IN PROMOTIONS

SENIORITY IN PROMOTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	92.3	20,919	98.6
SECONDARY FACTOR	1	3.8	122	.6
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	1	3.8	175	.8
TOTAL	26	100.0	21,216	100.0

TABLE 21 ROLE OF SENIORITY IN TRANSFERS

SENIORITY IN TRANSFERS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	100.0	21,216	100.0
TOTAL	26	100.0	21,216	100.0

TABLE 22 ROLE OF SENIORITY IN LAY-OFFS

SENIORITY IN LAY-OFFS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	84.6	17,341	81.7
SOLE FACTOR	3	11.5	3,700	17.4
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	1	3.8	175	.8
TOTAL	26	100.0	21,216	100.0

TABLE 23 EMPLOYEE GRIEVANCE - INITIAL PRESENTATION

GRIEVANCE PRESENTED BY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
EMPLOYEE ONLY	1	3.8	300	1.4
UNION REPRESENTATIVE ONLY	6	23.1	5,530	26.1
EMPLOYEES WITH OR WITHOUT UNION REPRESENTATIVE	16	61.5	13,036	61.4
UNION ONLY	1	3.8	650	3.1
EMPLOYEE OR UNION REPRESENTATIVE	1	3.8	1,000	4.7
OTHER	1	3.8	700	3.3
TOTAL	26	100.0	21,216	100.0

TABLE 24 SPECIAL GRIEVANCE PROCEDURE - DISCIPLINE & DISMISSAL CASES

SPECIAL PROCEDURE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	69.2	17,987	84.8
NUMBER OF STEPS IN THE GRIEVANCE PROCEDURE IS REDUCED	3	11.5	1,400	6.6
DURATION OF DELAYS BETWEEN STEPS IS REDUCED	5	19.2	1,829	8.6
TOTAL	26	100.0	21,216	100.0

TABLE 25 GRIEVANCE ARBITRATION - NUMBER OF ARBITRATORS

NUMBER OF ARBITRATORS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	7.7	850	4.0
SPECIFIC PROVISION FOR SINGLE ARBITRATOR	5	19.2	9,322	43.9
SPECIFIC PROVISION FOR PANEL/BOARD OF ARBITRATORS	13	50.0	3,394	16.0
PROVISION FOR SINGLE ARBITRATOR OR BOARD OF ARBITRATORS	6	23.1	7,650	36.1
TOTAL	26	100.0	21,216	100.0

TABLE 26 SCHEDULED WORK-WEEK (NUMBER OF DAYS)

DAYS PER WEEK	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	7.7	3,675	17.3
FIVE DAYS A WEEK	24	92.3	17,541	82.7
TOTAL	26	100.0	21,216	100.0

TABLE 27 STANDARD DAILY HOURS*

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
8 HOURS	24	92.3	17,541	82.7
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.8	3,500	16.5
NOT SPECIFIED	1	3.8	175	.8
TOTAL	26	100.0	21,216	100.0

*For Explanation see Number 5 in the Definition at page IX

TABLE 28

STANDARD OR AVERAGE WEEKLY HOURS

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	3.8	140	.7
40 HOURS	22	84.6	17,279	81.4
44 HOURS	3	11.5	3,797	17.9
TOTAL	26	100.0	21,216	100.0

TABLE 29

PAID MEAL PERIOD PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	53.8	7,656	36.1
MEAL PERIOD PAID ON OVERTIME WORK	9	34.6	11,900	56.1
THREE SHIFTS AND OVERTIME	3	11.5	1,660	7.8
TOTAL	26	100.0	21,216	100.0

TABLE 30

COMPRESSED WORK WEEK AND FLEXTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	61.5	15,856	74.7
PROVISION FOR COMPRESSED WORK-WEEK	10	38.5	5,360	25.3
TOTAL	26	100.0	21,216	100.0

TABLE 31

OVERTIME RATE AFTER SCHEDULED DAILY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
TIME AND ONE-HALF	8	30.8	3,677	17.3
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 2 HOURS	9	34.6	5,119	24.1
DOUBLE TIME AFTER 3 HOURS	2	7.7	900	4.2
DOUBLE TIME AFTER 4 HOURS	4	15.4	1,770	8.3
DOUBLE TIME INCREASED TO 2.50 TIME AFTER 4 HOURS	1	3.8	6,000	28.3
NOT SPECIFIED	2	7.7	3,750	17.7
TOTAL	26	100.0	21,216	100.0

TABLE 32 OVERTIME RATE AFTER SCHEDULED WEEKLY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	53.8	8,431	39.7
TIME AND ONE-HALF	8	30.8	2,385	11.2
TIME AND ONE-HALF INCREASED TO DOUBLE TIME AFTER 2 HOURS	1	3.8	250	1.2
DOUBLE TIME	2	7.7	6,650	31.3
NOT SPECIFIED	1	3.8	3,500	16.5
TOTAL	26	100.0	21,216	100.0

TABLE 33 OVERTIME RATE FOR SATURDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	23.1	4,227	19.9
TIME AND ONE-HALF	6	23.1	2,035	9.6
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 2 HOURS	1	3.8	250	1.2
DOUBLE TIME AFTER 4 HOURS	5	19.2	3,864	18.2
DOUBLE TIME AFTER 8 HOURS	1	3.8	2,000	9.4
DOUBLE TIME	6	23.1	8,740	41.2
OTHER	1	3.8	100	.5
TOTAL	26	100.0	21,216	100.0

TABLE 34 OVERTIME RATE FOR SUNDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	11.5	3,775	17.8
TIME AND ONE-HALF	1	3.8	122	.6
TIME AND ONE-HALF INCREASED TO DOUBLE TIME AFTER 2 HOURS	1	3.8	250	1.2
DOUBLE TIME	21	80.8	17,069	80.5
TOTAL	26	100.0	21,216	100.0

TABLE 35 OVERTIME RATE ON SIXTH DAY (NOT SCHEDULED)*

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	88.5	20,119	94.8
TIME AND ONE-HALF	2	7.7	297	1.4
TIME AND ONE-HALF INCREASED TO DOUBLE TIME AFTER 4 HOURS	1	3.8	800	3.8
TOTAL	26	100.0	21,216	100.0

TABLE 36 OVERTIME RATE ON SEVENTH DAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	84.6	20,059	94.5
TIME AND ONE-HALF	2	7.7	297	1.4
DOUBLE TIME	2	7.7	860	4.1
TOTAL	26	100.0	21,216	100.0

TABLE 37 PAYMENT FOR OR SUPPLY OF MEALS

AMOUNT OF PAYMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	30.8	2,826	13.3
$ 7.50 PER MEAL PAID AFTER 3 HOURS OF OVERTIME	1	3.8	300	1.4
$11.00 PER MEAL PAID AFTER 2 HOURS OF OVERTIME	1	3.8	200	.9
AMOUNT NOT SPECIFIED, PAID AFTER 2 HOURS OF OVERTIME	1	3.8	200	.9
MEALS FURNISHED BY EMPLOYER AFTER				
2 HOURS OF OVERTIME	13	50.0	13,190	62.2
3 HOURS OF OVERTIME	1	3.8	1,000	4.7
UNSPECIFIED HOURS	1	3.8	3,500	16.5
TOTAL	26	100.0	21,216	100.0

TABLE 38 RIGHT TO REFUSE OVERTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	96.2	21,094	99.4
PROVISION EXISTS	1	3.8	122	.6
TOTAL	26	100.0	21,216	100.0

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*For Explanation see Number 6 in the Definition at page IX

TABLE 39 PREMIUM PAY FOR WORK ON SCHEDULED SATURDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	92.3	20,106	94.8
AMOUNT PER HOUR				
$1.00	1	3.8	110	.5
TIME RATE PAYMENT				
DOUBLE TIME	1	3.8	1,000	4.7
TOTAL	26	100.0	21,216	100.0

TABLE 40 PREMIUM PAY FOR WORK ON SCHEDULED SUNDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	88.5	19,984	94.2
AMOUNT PER HOUR				
$2.00	1	3.8	110	.5
TIME RATE PAYMENT				
DOUBLE TIME	2	7.7	1,122	5.3
TOTAL	26	100.0	21,216	100.0

TABLE 41 SECOND SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	42.3	7,984	37.6
AMOUNT PER HOUR				
$.25	1	3.8	300	1.4
$.50	1	3.8	122	.6
$.75	4	15.4	1,800	8.5
$1.00	5	19.2	8,460	39.9
$2.00	3	11.5	550	2.6
TIME DIFFERENTIAL				
8.0 HOURS PAY FOR 7.5 HOURS WORK	1	3.8	2,000	9.4
TOTAL	26	100.0	21,216	100.0

TABLE 42 THIRD SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	42.3	7,984	37.6
AMOUNT PER HOUR				
$.50	2	7.7	422	2.0
$1.00	8	30.8	10,150	47.8
$2.00	3	11.5	460	2.2
$2.50	1	3.8	200	.9
TIME DIFFERENTIAL				
8.0 HOURS PAY FOR 7.0 HOURS WORK	1	3.8	2,000	9.4
TOTAL	26	100.0	21,216	100.0

TABLE 43 SPLIT SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	100.0	21,216	100.0
TOTAL	26	100.0	21,216	100.0

TABLE 44 PREMIUM PAY FOR DIRTY WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	96.2	20,566	96.9
PER CENT OF WAGES				
10.0 PER CENT	1	3.8	650	3.1
TOTAL	26	100.0	21,216	100.0

TABLE 45 PREMIUM PAY FOR HAZARDOUS WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	69.2	18,407	86.8
AMOUNT PER HOUR				
$.60	2	7.7	399	1.9
$.80	1	3.8	250	1.2
$1.00	1	3.8	230	1.1
$1.30	1	3.8	700	3.3
$5.00	1	3.8	130	.6
OTHER	2	7.7	1,100	5.2
TOTAL	26	100.0	21,216	100.0

TABLE 46 PREMIUM PAY FOR ABNORMAL WORKING CONDITIONS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	84.6	13,666	64.4
AMOUNT PER HOUR				
$.80	2	7.7	950	4.5
$1.00	1	3.8	600	2.8
PER CENT OF WAGES				
10.0 PER CENT	1	3.8	6,000	28.3
TOTAL	26	100.0	21,216	100.0

TABLE 47 STAND-BY OR ON-CALL ADJUSTMENTS

PAY PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	76.9	19,056	89.8
PROVISION EXISTS	6	23.1	2,160	10.2
TOTAL	26	100.0	21,216	100.0

TABLE 48 REPORTING PAY GUARANTEES

MINIMUM GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	15.4	1,575	7.4
2.0 HOURS OF WORK OR PAY	8	30.8	7,930	37.4
3.0 HOURS OF WORK OR PAY	1	3.8	122	.6
4.0 HOURS OF WORK OR PAY	2	7.7	399	1.9
VARIES DEPENDING ON WORK OR NOT	9	34.6	10,360	48.8
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	7.7	830	3.9
TOTAL	26	100.0	21,216	100.0

TABLE 49 CALL-BACK PAY GUARANTEES

MINIMUM GUARANTEE AND RATE OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	34.6	4,627	21.8
MINIMUM OF 2.0 HOURS AT DOUBLE TIME	4	15.4	1,490	7.0
MINIMUM OF 2.5 HOURS AT DOUBLE TIME	4	15.4	1,770	8.3
MINIMUM OF 4.0 HOURS AT TIME AND ONE-HALF	2	7.7	399	1.9
MINIMUM OF 1.0 HOURS AT APPLICABLE OVERTIME RATE	1	3.8	6,000	28.3
MINIMUM OF 2.0 HOURS AT APPLICABLE OVERTIME RATE	3	11.5	4,500	21.2
MINIMUM OF 4.0 HOURS AT APPLICABLE OVERTIME RATE	1	3.8	230	1.1
MINIMUM OF 2.0 HOURS, RATE NOT SPECIFIED	2	7.7	2,200	10.4
TOTAL	26	100.0	21,216	100.0

TABLE 50 WAGE OR EMPLOYMENT GUARANTEES

GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	100.0	21,216	100.0
TOTAL	26	100.0	21,216	100.0

TABLE 51 PAY ON TEMPORARY TRANSFERS TO LOWER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	84.6	19,764	93.2
EMPLOYEE RETAINS HIS RATE FOR DURATION OF TRANSFER	4	15.4	1,452	6.8
TOTAL	26	100.0	21,216	100.0

TABLE 52 PAY ON TEMPORARY TRANSFERS TO HIGHER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	80.8	16,264	76.7
EMPLOYEE PAID HIGHER RATE FOR DURATION OF TRANSFER	4	15.4	1,452	6.8
EMPLOYEE PAID HIGHER RATE ONLY AFTER A SPECIFIED PERIOD	1	3.8	3,500	16.5
TOTAL	26	100.0	21,216	100.0

TABLE 53 PAID REST OR RELIEF PERIODS

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	38.5	3,665	17.3
2 PERIODS, 10 MINUTES EACH	14	53.8	14,901	70.2
2 PERIODS, DURATION NOT SPECIFIED	2	7.7	2,650	12.5
TOTAL	26	100.0	21,216	100.0

TABLE 54 PAID CLEAN-UP OR CLOTHES CHANGING TIME

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	92.3	20,836	98.2
1 PERIOD 5 MINUTES EACH	1	3.8	130	.6
2 PERIODS, DURATION VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.8	250	1.2
TOTAL	26	100.0	21,216	100.0

TABLE 55 NUMBER OF PAID HOLIDAYS

ANNUAL ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	7.7	3,610	17.0
8 FULL HOLIDAYS	2	7.7	2,250	10.6
9 FULL HOLIDAYS	1	3.8	122	.6
10 FULL HOLIDAYS	21	80.8	15,234	71.8
TOTAL	26	100.0	21,216	100.0

TABLE 56 YEAR-END HOLIDAY PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	100.0	21,216	100.0
TOTAL	26	100.0	21,216	100.0

TABLE 57 SERVICE REQUIREMENTS FOR HOLIDAY PAY

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	92.3	17,541	82.7
30 CALENDAR DAYS	1	3.8	175	.8
NOT SPECIFIED	1	3.8	3,500	16.5
TOTAL	26	100.0	21,216	100.0

TABLE 58 WORK REQUIREMENTS FOR HOLIDAY PAY

WORK REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	96.2	21,041	99.2
DAY BEFORE AND AFTER HOLIDAY	1	3.8	175	.8
TOTAL	26	100.0	21,216	100.0

TABLE 59 LOSS OF HOLIDAY PAY - FAILURE TO REPORT FOR SCHEDULED WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	96.2	21,041	99.2
PROVISION EXISTS	1	3.8	175	.8
TOTAL	26	100.0	21,216	100.0

TABLE 60 PAY FOR HOLIDAYS FALLING ON SATURDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	50.0	15,147	71.4
PRECEDING FRIDAY OFF WITH PAY	1	3.8	100	.5
FOLLOWING MONDAY OFF WITH PAY	9	34.6	3,129	14.7
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY	2	7.7	2,700	12.7
FOLLOWING MONDAY OR ANOTHER DAY OFF WITH PAY	1	3.8	140	.7
TOTAL	26	100.0	21,216	100.0

TABLE 61 PAY FOR HOLIDAYS FALLING ON SUNDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	38.5	14,207	67.0
FOLLOWING MONDAY OFF WITH PAY	12	46.2	4,059	19.1
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY	2	7.7	2,700	12.7
ANOTHER DAY OFF WITH PAY	1	3.8	110	.5
FOLLOWING MONDAY OR ANOTHER DAY OFF WITH PAY	1	3.8	140	.7
TOTAL	26	100.0	21,216	100.0

TABLE 62 COMPENSATION FOR HOLIDAYS FALLING WITHIN VACATION PERIOD

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	96.2	21,041	99.2
EXTRA DAYS VACATION WITH PAY	1	3.8	175	.8
TOTAL	26	100.0	21,216	100.0

TABLE 63 COMPENSATION FOR HOLIDAYS FALLING ON SCHEDULED DAYS OFF

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	96.2	15,216	71.7
EXTRA DAY OFF WITH PAY	1	3.8	6,000	28.3
TOTAL	26	100.0	21,216	100.0

TABLE 64 COMPENSATION FOR WORK ON PAID HOLIDAYS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	7.7	3,800	17.9
STRAIGHT TIME PLUS HOLIDAY PAY	3	11.5	1,660	7.8
TIME AND ONE-HALF PLUS HOLIDAY PAY	1	3.8	250	1.2
DOUBLE TIME PLUS HOLIDAY PAY	17	65.4	15,109	71.2
DOUBLE TIME AND ONE-HALF PLUS HOLIDAY PAY	1	3.8	122	.6
TIME AND ONE-HALF PLUS HOLIDAY PAY OR ANOTHER DAY OFF WITH PAY	1	3.8	175	.8
NOT SPECIFIED	1	3.8	100	.5
TOTAL	26	100.0	21,216	100.0

TABLE 65 LENGTH OF SERVICE FOR TWO WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	92.3	20,742	97.8
1 YEAR	1	3.8	175	.8
OTHER	1	3.8	299	1.4
TOTAL	26	100.0	21,216	100.0

TABLE 66 LENGTH OF SERVICE FOR THREE WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	88.5	20,542	96.8
1 YEAR	1	3.8	200	.9
4 YEARS	1	3.8	175	.8
OTHER	1	3.8	299	1.4
TOTAL	26	100.0	21,216	100.0

TABLE 67 LENGTH OF SERVICE FOR FOUR WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	96.2	21,041	99.2
8 YEARS	1	3.8	175	.8
TOTAL	26	100.0	21,216	100.0

*For Explanation see Number 7 in the Definition at page IX

TABLE 68 LENGTH OF SERVICE FOR FIVE WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	96.2	21,041	99.2
12 YEARS	1	3.8	175	.8
TOTAL	26	100.0	21,216	100.0

TABLE 69 LENGTH OF SERVICE FOR SIX WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	96.2	21,041	99.2
16 YEARS	1	3.8	175	.8
TOTAL	26	100.0	21,216	100.0

TABLE 70 MAXIMUM PAID VACATION*

MAXIMUM VACATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	84.6	20,402	96.2
THREE WEEKS	3	11.5	639	3.0
SIX WEEKS	1	3.8	175	.8
TOTAL	26	100.0	21,216	100.0

TABLE 71 PAY IN LIEU OF VACATIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	34.6	1,849	8.7
PROVISION EXISTS	17	65.4	19,367	91.3
TOTAL	26	100.0	21,216	100.0

TABLE 72 PAID SICK LEAVE (CASUAL ILLNESS)**

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	100.0	21,216	100.0
TOTAL	26	100.0	21,216	100.0

*For Explanation see Number 7 in the Definition at page IX

**For Explanation see Number 8 in the Definition at page IX

TABLE 73 SERVICE REQUIREMENTS FOR PAID SICK LEAVE*

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	100.0	21,216	100.0
TOTAL	26	100.0	21,216	100.0

TABLE 74 AMOUNT OF PAID SICK LEAVE*

AMOUNT OF LEAVE PER YEAR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	100.0	21,216	100.0
TOTAL	26	100.0	21,216	100.0

TABLE 75 MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE*

MAXIMUM ACCUMULATION ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	100.0	21,216	100.0
TOTAL	26	100.0	21,216	100.0

TABLE 76 PAYMENT OF UNUSED SICK LEAVE ON TERMINATION OF EMPLOYMENT*

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	100.0	21,216	100.0
TOTAL	26	100.0	21,216	100.0

TABLE 77 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON TERMINATION*

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	100.0	21,216	100.0
TOTAL	26	100.0	21,216	100.0

TABLE 78 PAYMENT FOR UNUSED SICK LEAVE ON RETIREMENT*

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	100.0	21,216	100.0
TOTAL	26	100.0	21,216	100.0

*For Explanation see Number 8 in the Definition at page IX

TABLE 79 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON RETIREMENT*

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	100.0	21,216	100.0
TOTAL	26	100.0	21,216	100.0

TABLE 80 PAYMENT FOR UNUSED SICK LEAVE ON DEATH*

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	100.0	21,216	100.0
TOTAL	26	100.0	21,216	100.0

TABLE 81 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID FOR ON DEATH*

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	100.0	21,216	100.0
TOTAL	26	100.0	21,216	100.0

TABLE 82 INJURY PAY PROVISIONS**

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	80.8	17,495	82.5
PROVISION EXISTS	5	19.2	3,721	17.5
TOTAL	26	100.0	21,216	100.0

TABLE 83 WORKERS COMPENSATION PAY SUPPLEMENTS

AMOUNT OF SUPPLEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	100.0	21,216	100.0
TOTAL	26	100.0	21,216	100.0

TABLE 84 MAXIMUM PERIOD OF WORKERS COMPENSATION PAY SUPPLEMENTS

MAXIMUM PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	100.0	21,216	100.0
TOTAL	26	100.0	21,216	100.0

*For Explanation see Number 8 in the Definition at page IX

**For Explanation see Number 9 in the Definition at page IX

TABLE 85 PAID JURY DUTY LEAVE

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	96.2	20,966	98.8
DIFFERENCE BETWEEN REGULAR PAY AND JURY FEES	1	3.8	250	1.2
TOTAL	26	100.0	21,216	100.0

TABLE 86 PAID BEREAVEMENT LEAVE

MAXIMUM NUMBER OF DAYS ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	96.2	21,041	99.2
IMMEDIATE FAMILY ONLY 3.0 DAYS	1	3.8	175	.8
TOTAL	26	100.0	21,216	100.0

TABLE 87 SERVICE REQUIREMENTS FOR MATERNITY LEAVE

SERVICE REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	100.0	21,216	100.0
TOTAL	26	100.0	21,216	100.0

TABLE 88 LENGTH OF MATERNITY LEAVE

LENGTH OF LEAVE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	100.0	21,216	100.0
TOTAL	26	100.0	21,216	100.0

TABLE 89 SENIORITY STATUS DURING MATERNITY LEAVE

SENIORITY STATUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	100.0	21,216	100.0
TOTAL	26	100.0	21,216	100.0

TABLE 90 MATERNITY LEAVE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	100.0	21,216	100.0
TOTAL	26	100.0	21,216	100.0

TABLE 91 LEAVE OF ABSENCE FOR FULL-TIME UNION DUTIES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	100.0	21,216	100.0
TOTAL	26	100.0	21,216	100.0

TABLE 92 LEAVE OF ABSENCE FOR UNION FUNCTIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	15	57.7	9,537	45.0
PROVISION EXISTS	11	42.3	11,679	55.0
TOTAL	26	100.0	21,216	100.0

TABLE 93 PAID LEAVE OF ABSENCE FOR PERSONAL REASONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	100.0	21,216	100.0
TOTAL	26	100.0	21,216	100.0

TABLE 94 LEAVE OF ABSENCE FOR EDUCATIONAL PURPOSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	100.0	21,216	100.0
TOTAL	26	100.0	21,216	100.0

TABLE 95 GRIEVANCE AND ARBITRATION PAY PROVISIONS*

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	88.5	19,216	90.6
GRIEVANCE PAY ONLY	2	7.7	1,300	6.1
GRIEVANCE AND ARBITRATION PAY	1	3.8	700	3.3
TOTAL	26	100.0	21,216	100.0

TABLE 96 NEGOTIATION PAY PROVISIONS **

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	96.2	15,216	71.7
PROVISION EXISTS	1	3.8	6,000	28.3
TOTAL	26	100.0	21,216	100.0

TABLE 97 DANGEROUS WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	84.6	16,386	77.2
EMPLOYER MUST INFORM EMPLOYEE OF DANGER FACED ON THE JOB	3	11.5	1,330	6.3
EMPLOYEE HAS RIGHT TO REFUSE DANGEROUS WORK	1	3.8	3,500	16.5
TOTAL	26	100.0	21,216	100.0

TABLE 98 LABOUR MANAGEMENT SAFETY COMMITTEES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	69.2	7,986	37.6
PROVISION EXISTS	8	30.8	13,230	62.4
TOTAL	26	100.0	21,216	100.0

TABLE 99 SAFETY COMMITTEE PAY PROVISIONS

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	100.0	21,216	100.0
TOTAL	26	100.0	21,216	100.0

*For Explanation see Number 10 in the Definition at page IX

**For Explanation see Number 11 in the Definition at page IX

TABLE 100 LABOUR-MANAGEMENT COMMITTEE

COMMITTEE PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	50.0	5,212	24.6
PROVISION FOR COMMITTEE WITH ONLY GENERAL STATEMENT OF ITS PURPOSE	11	42.3	15,455	72.8
PROVISION FOR COMMITTEE BUT RESTRICTED TO DISCUSSING A SPECIFIC LIST OF ITEMS	2	7.7	549	2.6
TOTAL	26	100.0	21,216	100.0

TABLE 101 ALLOWANCES FOR SAFETY SHOES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	92.3	17,516	82.6
SAFETY SHOES SUPPLIED AT NO COST TO EMPLOYEE	2	7.7	3,700	17.4
TOTAL	26	100.0	21,216	100.0

TABLE 102 ALLOWANCES FOR SAFETY GLASSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	76.9	11,136	52.5
SAFETY GLASSES SUPPLIED AT NO COST TO EMPLOYEE	6	23.1	10,080	47.5
TOTAL	26	100.0	21,216	100.0

TABLE 103 SUPPLY OF OR ALLOWANCES FOR WORK CLOTHING OR UNIFORMS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	50.0	8,774	41.4
SUPPLIED AT NO COST TO EMPLOYEES	11	42.3	12,017	56.6
INITIAL WORK CLOTHING SUPPLIED AT SOME COST, REPLACEMENTS AT NO COST	1	3.8	250	1.2
OTHER	1	3.8	175	.8
TOTAL	26	100.0	21,216	100.0

TABLE 104 MAINTENANCE OF WORK CLOTHING

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	88.5	18,016	84.9
MAINTAINED AT NO COST TO EMPLOYEES	3	11.5	3,200	15.1
TOTAL	26	100.0	21,216	100.0

TABLE 105 ALLOWANCE FOR TOOLS

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	15	57.7	6,186	29.2
TOOLS SUPPLIED AT NO COST TO EMPLOYEE	2	7.7	450	2.1
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF TOOLS	1	3.8	3,500	16.5
INSURANCE PROVIDED FOR EMPLOYEES TOOLS	4	15.4	2,180	10.3
TOOLS REPLACED AT NO COST AND INSURANCE PROVIDED	2	7.7	6,700	31.6
MONETARY ALLOWANCE FOR PURCHASE OF TOOLS AND INSURANCE PROVIDED	2	7.7	2,200	10.4
TOTAL	26	100.0	21,216	100.0

TABLE 106 MEAL, LODGING AND PER DIEM ALLOWANCES ON TRAVEL STATUS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	30.8	2,382	11.2
LODGING ALLOWANCE (OR LODGING SUPPLIED)	3	11.5	1,330	6.3
PER DIEM ALLOWANCE FOR INCIDENTAL EXPENSES	1	3.8	200	.9
MEAL AND LODGING ALLOWANCE, OR MEAL AND LODGING SUPPLIED	10	38.5	10,629	50.1
MEAL AND LODGING ALLOWANCE OR SUPPLIED PLUS PER DIEM ALLOWANCE	4	15.4	6,675	31.5
TOTAL	26	100.0	21,216	100.0

TABLE 107 TRAVEL TIME PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	38.5	3,257	15.4
PORTAL TO PORTAL PAY	1	3.8	3,500	16.5
PAY FOR TRAVEL TIME DIRECTLY RELATED TO THE JOB	11	42.3	7,529	35.5
PORTAL TO PORTAL PAY AND PAY FOR TRAVEL TIME DEIRECTLY RELATED TO THE JOB	4	15.4	6,930	32.7
TOTAL	26	100.0	21,216	100.0

TABLE 108 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	53.8	6,757	31.8
CENTS PER KILOMETER				
17.0 CENTS	1	3.8	3,500	16.5
20.0 CENTS	3	11.5	2,780	13.1
22.0 CENTS	4	15.4	849	4.0
25.0 CENTS	4	15.4	7,330	34.5
TOTAL	26	100.0	21,216	100.0

TABLE 109 APPRENTICESHIP TRAINING PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	61.5	5,926	27.9
PROVISION EXISTS	10	38.5	15,290	72.1
TOTAL	26	100.0	21,216	100.0

TABLE 110 APPRENTICESHIP TO JOURNEYMEN RATIO

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	69.2	5,966	28.1
ONE TO TWO	2	7.7	1,250	5.9
ONE TO FIVE	1	3.8	2,000	9.4
PROGRESSIVE RATIO	2	7.7	2,300	10.8
RATIO VARIES BY TRADE	3	11.5	9,700	45.7
TOTAL	26	100.0	21,216	100.0

TABLE 111 ON-THE-JOB TRAINING PROVISIONS *

PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	88.5	14,316	67.5
TRAINING FOR BARGAINING UNIT EMPLOYEES	3	11.5	6,900	32.5
TOTAL	26	100.0	21,216	100.0

TABLE 112 SEVERANCE PAY & LAY-OFF BENEFIT PLANS (OTHER THAN SUB)**

PLAN	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	100.0	21,216	100.0
TOTAL	26	100.0	21,216	100.0

TABLE 113 SUPPLEMENTAL UNEMPLOYMENT BENEFIT (S.U.B.) PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	100.0	21,216	100.0
TOTAL	26	100.0	21,216	100.0

TABLE 114 RESTRICTIONS ON MOONLIGHTING

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	80.8	17,366	81.9
PROVISION EXISTS	5	19.2	3,850	18.1
TOTAL	26	100.0	21,216	100.0

TABLE 115 RESTRICTIONS ON WORK BY NON-BARGAINING UNIT EMPLOYEES

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	88.5	14,016	66.1
PROVISION EXISTS	3	11.5	7,200	33.9
TOTAL	26	100.0	21,216	100.0

*For Explanation see Number 12 in the Definition at page IX

**For Explanation see Number 13 in the Definition at page X

TABLE 116 RESTRICTIONS ON CONTRACTING OUT

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	15	57.7	13,765	64.9
PROVISION EXISTS	11	42.3	7,451	35.1
TOTAL	26	100.0	21,216	100.0

TABLE 117 TECHNOLOGICAL CHANGE - ADVANCE NOTICE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	100.0	21,216	100.0
TOTAL	26	100.0	21,216	100.0

TABLE 118 TECHNOLOGICAL CHANGE - CONSULTATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	100.0	21,216	100.0
TOTAL	26	100.0	21,216	100.0

TABLE 119 TECHNOLOGICAL CHANGE - TRAINING BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	100.0	21,216	100.0
TOTAL	26	100.0	21,216	100.0

TABLE 120 TECHNOLOGICAL CHANGE - ATTRITION ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	100.0	21,216	100.0
TOTAL	26	100.0	21,216	100.0

TABLE 121 TECHNOLOGICAL CHANGE - INCOME PROTECTION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	100.0	21,216	100.0
TOTAL	26	100.0	21,216	100.0

TABLE 122 TECHNOLOGICAL CHANGE - JOINT AUTOMATION COMMITTEE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	100.0	21,216	100.0
TOTAL	26	100.0	21,216	100.0

TABLE 123 TECHNOLOGICAL CHANGE - RELOCATION ALLOWANCES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	100.0	21,216	100.0
TOTAL	26	100.0	21,216	100.0

TABLE 124 TECHNOLOGICAL CHANGE - TRANSFER ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	100.0	21,216	100.0
TOTAL	26	100.0	21,216	100.0

TABLE 125 TECHNOLOGICAL CHANGE - ADVANCE NOTICE OF LAY-OFF

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	100.0	21,216	100.0
TOTAL	26	100.0	21,216	100.0

TABLE 126 TECHNOLOGICAL CHANGE - SEVERANCE PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	100.0	21,216	100.0
TOTAL	26	100.0	21,216	100.0

TABLE 127 TECHNOLOGICAL CHANGE - ARBITRATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	100.0	21,216	100.0
TOTAL	26	100.0	21,216	100.0

TABLE 128 ADVANCE NOTICE OF PLANT CLOSING OR RELOCATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	100.0	21,216	100.0
TOTAL	26	100.0	21,216	100.0

TABLE 129 JOB EVALUATION AND UNION PARTICIPATION IN CLASSIFICATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	84.6	17,886	84.3
JOINT UNION-MANAGEMENT PARTICIPATION IN JOB CLASSIFICATION ON AD HOC BASIS	4	15.4	3,330	15.7
TOTAL	26	100.0	21,216	100.0

TABLE 130 GRIEVANCE OF JOB CLASSIFICATION OR RE-CLASSIFICATION

GRIEVANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	84.6	17,886	84.3
PROVISION EXISTS	4	15.4	3,330	15.7
TOTAL	26	100.0	21,216	100.0

TABLE 131 EQUAL PAY FOR WORK OF EQUAL VALUE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	100.0	21,216	100.0
TOTAL	26	100.0	21,216	100.0

TABLE 132 FREQUENCY OF COST-OF-LIVING ADJUSTMENTS

FREQUENCY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	96.2	21,016	99.1
ONE ADJUSTMENT DURING TERM OF AGREEMENT	1	3.8	200	.9
TOTAL	26	100.0	21,216	100.0

TABLE 133 AMOUNT OF COST-OF-LIVING ADJUSTMENTS

AMOUNT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	96.2	21,016	99.1
1.0 PERCENTAGE ADJUSTMENT FOR 1.0 PERCENTAGE CHANGE IN THE C.P.I.	1	3.8	200	.9
TOTAL	26	100.0	21,216	100.0

TABLE 134 ATTENDANCE OR CONTINUOUS SERVICE BONUS

BONUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	100.0	21,216	100.0
TOTAL	26	100.0	21,216	100.0

TABLE 135 EMPLOYER CONTRIBUTION TO BASIC MEDICAL & HOSPITAL PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	96.2	21,094	99.4
100.0 PER CENT	1	3.8	122	.6
TOTAL	26	100.0	21,216	100.0

TABLE 136 SPECIALIZED INSURANCE BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	96.2	21,094	99.4
DENTAL CARE PLAN ONLY	1	3.8	122	.6
TOTAL	26	100.0	21,216	100.0

TABLE 137 MAJOR MEDICAL OR COMPREHENSIVE BENEFIT PLANS*

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	100.0	21,216	100.0
TOTAL	26	100.0	21,216	100.0

*For Explanation see Number 14 in the Definition at page X

TABLE 138 EMPLOYER CONTRIBUTIONS TO LIFE INSURANCE PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	96.2	21,094	99.4
100.0 PER CENT	1	3.8	122	.6
TOTAL	26	100.0	21,216	100.0

TABLE 139 AMOUNT OF BENEFITS PROVIDED IN LIFE INSURANCE PLANS

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	96.2	21,094	99.4
25,000 DOLLARS	1	3.8	122	.6
TOTAL	26	100.0	21,216	100.0

TABLE 140 EMPLOYER CONTRIBUTIONS TO A. D. & D. INSURANCE

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	96.2	21,094	99.4
100.0 PER CENT	1	3.8	122	.6
TOTAL	26	100.0	21,216	100.0

TABLE 141 AMOUNT OF BENEFITS PROVIDED IN A. D. & D. INSURANCE

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	96.2	21,094	99.4
25,000 DOLLARS	1	3.8	122	.6
TOTAL	26	100.0	21,216	100.0

TABLE 142 EMPLOYER CONTRIB. TO WEEKLY SICKNESS & ACCIDENT INDEMNITY

AMOUNT OF PREMIUM CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	100.0	21,216	100.0
TOTAL	26	100.0	21,216	100.0

TABLE 143 AMOUNT OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	100.0	21,216	100.0
TOTAL	26	100.0	21,216	100.0

TABLE 144 MAXIMUM DURATION OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

MAXIMUM DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	100.0	21,216	100.0
TOTAL	26	100.0	21,216	100.0

TABLE 145 LONG TERM DISABILITY BENEFIT PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	96.2	21,094	99.4
PROVISION EXISTS	1	3.8	122	.6
TOTAL	26	100.0	21,216	100.0

TABLE 146 EMPLOYER CONTRIBUTIONS TO NON-SPECIFIED EMPLOYEE BENEFITS

PERCENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	15.4	507	2.4
100.0 PER CENT	8	30.8	8,490	40.0
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.8	700	3.3
FLAT SUM PAYMENT	12	46.2	11,379	53.6
NOT SPECIFIED	1	3.8	140	.7
TOTAL	26	100.0	21,216	100.0

TABLE 147 PENSION PLANS

FINANCING ARRANGEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	15.4	1,022	4.8
NON-CONTRIBUTORY	11	42.3	9,989	47.1
CONTRIBUTORY	7	26.9	7,245	34.1
NOT SPECIFIED	4	15.4	2,960	14.0
TOTAL	26	100.0	21,216	100.0

SECTION V

TRANSPORTATION, COMMUNICATION & UTILITIES

(Includes all transportation systems, including urban transit, all electric, power, gas, water and telephone systems, as well as miscellaneous systems such as waste disposal, storage and warehousing systems.)

TABLE 1 EXPIRY DATES OF SELECTED AGREEMENTS

YEAR AND MONTH OF EXPIRATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
1987	3	12.5	941	4.8
DECEMBER	3	12.5	941	4.8
1988	19	79.2	14,763	75.4
JANUARY	1	4.2	1,500	7.7
MARCH	1	4.2	120	.6
APRIL	2	8.3	4,031	20.6
JUNE	1	4.2	147	.8
DECEMBER	14	58.3	8,965	45.8
1989	2	8.3	3,879	19.8
MARCH	1	4.2	224	1.1
DECEMBER	1	4.2	3,655	18.7
TOTAL	24	100.0	19,583	100.0

TRANSPORTATION, COMMUNICATION AND UTILITIES

TABLE 2 DISTRIBUTION BY ECONOMIC REGION AND CENSUS DIVISION*

ECONOMIC REGION AND CENSUS DIVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
CALGARY / DRUMHELLER	6	25.0	2,685	13.7
CENSUS DIVISION NO. 6	6	25.0	2,685	13.7
EDMONTON / LLOYDMIN.	8	33.3	3,982	20.3
CENSUS DIVISION NO. 11	7	29.2	3,564	18.2
MULTIPLE CENSUS DIVISIONS	1	4.2	418	2.1
INTER-REGIONAL	2	8.3	1,250	6.4
PROVINCE WIDE	8	33.3	11,666	59.6
TOTAL	24	100.0	19,583	100.0

TABLE 3 DISTRIBUTION BY ECONOMIC REGION AND URBAN CENTRE**

ECONOMIC REGION AND URBAN CENTRE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
CALGARY / DRUMHELLER	6	25.0	2,685	13.7
CALGARY	6	25.0	2,685	13.7
EDMONTON / LLOYDMIN.	8	33.3	3,982	20.3
EDMONTON	7	29.2	3,564	18.2
REMAINDER	1	4.2	418	2.1
TWO OR MORE REGIONS	2	8.3	1,250	6.4
PROVINCE WIDE	8	33.3	11,666	59.6
TOTAL	24	100.0	19,583	100.0

TABLE 4 UNIONS REPRESENTING EMPLOYEES COVERED BY AGREEMENTS

UNION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
AMALGAMATED TRANSIT	2	8.3	2,953	15.1
ELECTRICAL WORKERS	8	33.3	10,195	52.1
EMPLOYEES ASSOCIATION	8	33.3	5,085	26.0
ENERGY & CHEMICAL WORKERS	1	4.2	115	.6
RAILWAY WORKERS	1	4.2	147	.8
TEAMSTERS	3	12.5	753	3.8
UNITED FOOD & COMM. WORKERS	1	4.2	335	1.7
TOTAL	24	100.0	19,583	100.0

*For Explanation see Number 1 in the Definition at page VIII

**For Explanation see Number 2 in the Definition at page VIII

TABLE 5 DURATION

DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
ONE YEAR	3	12.5	1,500	7.7
BETWEEN ONE AND TWO YEARS	5	20.8	6,078	31.0
TWO YEARS	10	41.7	5,591	28.6
BETWEEN TWO AND THREE YEARS	4	16.7	5,849	29.9
THREE YEARS	2	8.3	565	2.9
TOTAL	24	100.0	19,583	100.0

TABLE 6 SIZE OF BARGAINING UNITS COVERED

SIZE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
100 - 199 EMPLOYEES	6	25.0	766	3.9
200 - 499 EMPLOYEES	6	25.0	2,208	11.3
500 - 999 EMPLOYEES	6	25.0	4,562	23.3
1,000 OR MORE EMPLOYEES	6	25.0	12,047	61.5
TOTAL	24	100.0	19,583	100.0

TABLE 7 TYPE OF BARGAINING UNIT COVERED*

TYPE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NON-OFFICE EMPLOYEES	11	45.8	8,183	41.8
OFFICE EMPLOYEES	2	8.3	4,031	20.6
PROFESSIONAL EMPLOYEES	1	4.2	120	.6
NON-OFFICE AND OFFICE EMPLOYEES	9	37.5	6,449	32.9
OFFICE AND PROFESSIONAL EMPLOYEES	1	4.2	800	4.1
TOTAL	24	100.0	19,583	100.0

*For Explanation see Number 3 in the Definition at page VIII

TABLE 8 NON-DISCRIMINATION PROVISIONS

NON-DISCRIMINATION PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
UNION MEMBERSHIP	13	54.2	7,007	35.8
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP	1	4.2	126	.6
RACE, RELIGION, NATIONALITY, SEX	2	8.3	4,947	25.3
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP, SEX	5	20.8	5,517	28.2
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP, SEX, AGE	1	4.2	115	.6
RACE, RELIGION, NATIONALITY, SEX, MARITAL STATUS	1	4.2	418	2.1
RACE, RELIGION, NATIONALITY, SEX, AGE, UNION MEMBERSHIP, MARITAL STATUS	1	4.2	1,453	7.4
TOTAL	24	100.0	19,583	100.0

TABLE 9 MANAGEMENTS RIGHTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	12.5	1,709	8.7
GENERAL STATEMENT OF MANAGEMENT RIGHTS	2	8.3	1,650	8.4
ENUMERATED LIST OF MANAGEMENT RIGHTS	6	25.0	6,276	32.0
GENERAL STATEMENT OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	1	4.2	1,453	7.4
ENUMERATED LIST OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	12	50.0	8,495	43.4
TOTAL	24	100.0	19,583	100.0

TABLE 10 UNION MEMBERSHIP REQUIREMENTS*

MEMBERSHIP REQUIREMENTS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	37.5	6,360	32.5
CLOSED SHOP	1	4.2	3,655	18.7
UNION SHOP	4	16.7	1,088	5.6
MODIFIED UNION SHOP	1	4.2	147	.8
MAINTENANCE OF MEMBERSHIP	3	12.5	1,830	9.3
MUST BECOME MEMBER OR PAY EQUIVALENT DUES	6	25.0	6,503	33.2
TOTAL	24	100.0	19,583	100.0

*For Explanation see Number 4 in the Definition at page VIII

TABLE 11 CHECK-OFF PAYMENTS

TYPE OF PAYMENT CHECK-OFF	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	4.2	591	3.0
DUES CHECK-OFF ONLY	13	54.2	8,498	43.4
DUES AND INITIATION FEES	6	25.0	8,177	41.8
DUES, INITIATION FEES AND ASSESSMENTS	3	12.5	1,896	9.7
DUES, INITIATION FEES, ASSESSMENTS AND FINES	1	4.2	421	2.1
TOTAL	24	100.0	19,583	100.0

TABLE 12 UNION DUES CHECK-OFF

CHECK-OFF PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	8.3	2,180	11.1
COMPULSORY FOR ALL EMPLOYEES COVERED BY THE AGREEMENT	18	75.0	11,814	60.3
COMPULSORY FOR EMPLOYEES HIRED AFTER A CERTAIN DATE	1	4.2	418	2.1
COMPULSORY FOR EMPLOYEES HIRED AFTER A CERTAIN DATE & PRESENT DUES-PAYING EMPL	2	8.3	4,947	25.3
VOLUNTARY FOR ALL EMPLOYEES COVERED BY THE AGREEMENT	1	4.2	224	1.1
TOTAL	24	100.0	19,583	100.0

TABLE 13 PROBATIONARY PERIOD FOR NEWLY-HIRED EMPLOYEES

PROBATIONARY PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
30 CALENDAR DAYS	2	8.3	529	2.7
180 CALENDAR DAYS	4	16.7	2,410	12.3
45 WORKING DAYS/SHIFTS	1	4.2	335	1.7
3 MONTHS	5	20.8	1,839	9.4
6 MONTHS	9	37.5	13,582	69.4
12 MONTHS	1	4.2	591	3.0
VARIES BY OCCUPATION OR CLASSIFICATION	1	4.2	147	.8
NOT SPECIFIED	1	4.2	150	.8
TOTAL	24	100.0	19,583	100.0

TABLE 14 TYPE OF SENIORITY UNIT FOR LAYOFFS, PROMOTIONS, TRANSFERS

SENIORITY UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	33.3	8,579	43.8
COMPANY	2	8.3	3,419	17.5
PLANT	1	4.2	421	2.1
JOB OR OCCUPATIONAL CLASSIFICATION	1	4.2	150	.8
COMBINATION OF COMPANY AND JOB OR OCCUPATIONAL CLASSIFICATION	1	4.2	120	.6
COMBINATION OF PLANT AND DEPARTMENT	2	8.3	926	4.7
COMBINATION OF PLANT AND JOB OR OCCUPATIONAL CLASSIFICATION	2	8.3	565	2.9
COMBINATION OF DEPARTMENT AND JOB OR OCCUPATIONAL CLASSIFICATION	1	4.2	224	1.1
COMPANY, PLANT AND JOB OR OCCUPATIONAL CLASSIFICATION	1	4.2	1,453	7.4
COMPANY, DEPARTMENT AND JOB OR OCCUPATIONAL CLASSIFICATION	1	4.2	700	3.6
NOT SPECIFIED	4	16.7	3,026	15.5
TOTAL	24	100.0	19,583	100.0

TABLE 15 RETENTION OF SENIORITY OR RECALL RIGHTS DURING LAY-OFF

RETENTION PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	45.8	7,189	36.7
3 MONTHS	1	4.2	126	.6
6 MONTHS	4	16.7	3,719	19.0
9 MONTHS	1	4.2	1,408	7.2
12 MONTHS	4	16.7	5,653	28.9
24 MONTHS	2	8.3	1,380	7.0
PERIOD RELATED TO LENGTH OF SERVICE, NO MAXIMUM	1	4.2	108	.6
TOTAL	24	100.0	19,583	100.0

TABLE 16

ADVANCE NOTICE OF LAY-OFF

LENGTH OF NOTICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	54.2	9,931	50.7
14 CALENDAR DAYS	1	4.2	591	3.0
21 CALENDAR DAYS	1	4.2	126	.6
30 CALENDAR DAYS	2	8.3	830	4.2
2 WEEKS	1	4.2	1,453	7.4
4 WEEKS	1	4.2	120	.6
VARIES WITH LENGTH OF SERVICE	3	12.5	5,282	27.0
NOT SPECIFIED	2	8.3	1,250	6.4
TOTAL	24	100.0	19,583	100.0

TABLE 17

PAY IN LIEU OF NOTICE OF LAY-OFF

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	70.8	11,981	61.2
30 DAYS PAY	1	4.2	150	.8
TWO WEEKS PAY	2	8.3	2,044	10.4
THREE WEEKS PAY	1	4.2	126	.6
VARIES WITH LENGTH OF SERVICE	3	12.5	5,282	27.0
TOTAL	24	100.0	19,583	100.0

TABLE 18

ADVANCE NOTICE OF TERMINATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	41.7	4,171	21.3
PROVISION EXISTS FOR ADVANCE NOTICE ONLY	6	25.0	3,521	18.0
PROVISION EXISTS FOR ADVANCE NOTICE OR PAY IN LIEU OF NOTICE	8	33.3	11,891	60.7
TOTAL	24	100.0	19,583	100.0

TABLE 19 JOB POSTING

POSTING PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	8.3	571	2.9
3 CALENDAR DAYS	1	4.2	120	.6
7 CALENDAR DAYS	7	29.2	5,295	27.0
10 CALENDAR DAYS	1	4.2	418	2.1
5 WORKING DAYS/SHIFTS	1	4.2	335	1.7
6 WORKING DAYS/SHIFTS	4	16.7	2,410	12.3
10 WORKING DAYS/SHIFTS	2	8.3	1,106	5.6
4 WEEKS	1	4.2	126	.6
NOT SPECIFIED	5	20.8	9,202	47.0
TOTAL	24	100.0	19,583	100.0

TABLE 20 ROLE OF SENIORITY IN PROMOTIONS

SENIORITY IN PROMOTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	16.7	799	4.1
PRIMARY FACTOR	2	8.3	482	2.5
SECONDARY FACTOR	13	54.2	9,607	49.1
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	5	20.8	8,695	44.4
TOTAL	24	100.0	19,583	100.0

TABLE 21 ROLE OF SENIORITY IN TRANSFERS

SENIORITY IN TRANSFERS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	41.7	4,648	23.7
PRIMARY FACTOR	2	8.3	461	2.4
SECONDARY FACTOR	6	25.0	4,809	24.6
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	6	25.0	9,665	49.4
TOTAL	24	100.0	19,583	100.0

TABLE 22 ROLE OF SENIORITY IN LAY-OFFS

SENIORITY IN LAY-OFFS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	8.3	1,250	6.4
SOLE FACTOR	10	41.7	9,502	48.5
PRIMARY FACTOR	4	16.7	1,603	8.2
SECONDARY FACTOR	3	12.5	1,747	8.9
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	5	20.8	5,481	28.0
TOTAL	24	100.0	19,583	100.0

TABLE 23 EMPLOYEE GRIEVANCE - INITIAL PRESENTATION

GRIEVANCE PRESENTED BY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
EMPLOYEE ONLY	8	33.3	11,192	57.2
UNION REPRESENTATIVE ONLY	1	4.2	680	3.5
EMPLOYEES WITH OR WITHOUT UNION REPRESENTATIVE	14	58.3	7,561	38.6
EMPLOYEE OR UNION REPRESENTATIVE	1	4.2	150	.8
TOTAL	24	100.0	19,583	100.0

TABLE 24 SPECIAL GRIEVANCE PROCEDURE - DISCIPLINE & DISMISSAL CASES

SPECIAL PROCEDURE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	58.3	13,715	70.0
NUMBER OF STEPS IN THE GRIEVANCE PROCEDURE IS REDUCED	6	25.0	4,644	23.7
DURATION OF DELAYS BETWEEN STEPS IS REDUCED	3	12.5	864	4.4
OTHER	1	4.2	360	1.8
TOTAL	24	100.0	19,583	100.0

TABLE 25 GRIEVANCE ARBITRATION - NUMBER OF ARBITRATORS

NUMBER OF ARBITRATORS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	4.2	108	.6
SPECIFIC PROVISION FOR SINGLE ARBITRATOR	4	16.7	803	4.1
SPECIFIC PROVISION FOR PANEL/BOARD OF ARBITRATORS	13	54.2	11,788	60.2
PROVISION FOR SINGLE ARBITRATOR OR BOARD OF ARBITRATORS	6	25.0	6,884	35.2
TOTAL	24	100.0	19,583	100.0

TABLE 26 SCHEDULED WORK-WEEK (NUMBER OF DAYS)

DAYS PER WEEK	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIVE DAYS A WEEK	20	83.3	18,936	96.7
WORK DAYS VARY FOR DIFFERENT GROUPS OF EMPLOYEES	4	16.7	647	3.3
TOTAL	24	100.0	19,583	100.0

TABLE 27 STANDARD DAILY HOURS*

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
7 HOURS	3	12.5	1,772	9.0
7-1/2 HOURS	1	4.2	2,739	14.0
8 HOURS	9	37.5	8,173	41.7
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	10	41.7	6,564	33.5
NOT SPECIFIED	1	4.2	335	1.7
TOTAL	24	100.0	19,583	100.0

*For Explanation see Number 5 in the Definition at page IX

TABLE 28 STANDARD OR AVERAGE WEEKLY HOURS

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
35 HOURS	3	12.5	1,772	9.0
37 HOURS	1	4.2	335	1.7
37-1/2 HOURS	1	4.2	2,739	14.0
40 HOURS	9	37.5	8,173	41.7
42 HOURS	1	4.2	150	.8
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	9	37.5	6,414	32.8
TOTAL	24	100.0	19,583	100.0

TABLE 29 PAID MEAL PERIOD PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	66.7	14,336	73.2
MEAL PERIOD PAID ON OVERTIME WORK	7	29.2	4,547	23.2
2ND AND 3RD SHIFT AND OVERTIME	1	4.2	700	3.6
TOTAL	24	100.0	19,583	100.0

TABLE 30 COMPRESSED WORK WEEK AND FLEXTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	66.7	7,993	40.8
PROVISION FOR COMPRESSED WORK-WEEK	7	29.2	10,137	51.8
OTHER	1	4.2	1,453	7.4
TOTAL	24	100.0	19,583	100.0

TABLE 31 OVERTIME RATE AFTER SCHEDULED DAILY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
TIME AND ONE-HALF	2	8.3	547	2.8
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 2 HOURS	2	8.3	443	2.3
DOUBLE TIME AFTER 5 HOURS	1	4.2	120	.6
DOUBLE TIME	3	12.5	5,627	28.7
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	10	41.7	5,375	27.4
EQUIVALENT TIME OFF OR PAY @ DOUBLE TIME	1	4.2	1,408	7.2
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	4	16.7	3,324	17.0
OTHER	1	4.2	2,739	14.0
TOTAL	24	100.0	19,583	100.0

TABLE 32 OVERTIME RATE AFTER SCHEDULED WEEKLY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	29.2	5,717	29.2
TIME AND ONE-HALF	3	12.5	882	4.5
TIME AND ONE-HALF INCREASED TO DOUBLE TIME AFTER 5 HOURS	1	4.2	120	.6
DOUBLE TIME	2	8.3	4,947	25.3
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	8	33.3	4,807	24.5
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	8.3	371	1.9
OTHER	1	4.2	2,739	14.0
TOTAL	24	100.0	19,583	100.0

TABLE 33 OVERTIME RATE FOR SATURDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	79.2	17,533	89.5
TIME AND ONE-HALF INCREASED TO DOUBLE TIME AFTER 5 HOURS	1	4.2	120	.6
DOUBLE TIME	3	12.5	1,130	5.8
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	1	4.2	800	4.1
TOTAL	24	100.0	19,583	100.0

TABLE 34 OVERTIME RATE FOR SUNDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	87.5	18,448	94.2
TIME AND ONE-HALF INCREASED TO DOUBLE TIME AFTER 5 HOURS	1	4.2	120	.6
DOUBLE TIME	2	8.3	1,015	5.2
TOTAL	24	100.0	19,583	100.0

TABLE 35 OVERTIME RATE ON SIXTH DAY (NOT SCHEDULED)*

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	58.3	10,462	53.4
DOUBLE TIME	3	12.5	1,832	9.4
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	3	12.5	1,268	6.5
EQUIVALENT TIME OFF OR PAY @ DOUBLE TIME	1	4.2	1,408	7.2
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	8.3	1,874	9.6
OTHER	1	4.2	2,739	14.0
TOTAL	24	100.0	19,583	100.0

TABLE 36 OVERTIME RATE ON SEVENTH DAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	58.3	10,462	53.4
DOUBLE TIME	3	12.5	1,832	9.4
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	3	12.5	1,268	6.5
EQUIVALENT TIME OFF OR PAY @ DOUBLE TIME	1	4.2	1,408	7.2
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	8.3	1,874	9.6
OTHER	1	4.2	2,739	14.0
TOTAL	24	100.0	19,583	100.0

*For Explanation see Number 6 in the Definition at page IX

TABLE 37 PAYMENT FOR OR SUPPLY OF MEALS

AMOUNT OF PAYMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	58.3	9,424	48.1
$ 4.50 PER MEAL PAID AFTER 4 HOURS OF OVERTIME	1	4.2	224	1.1
$ 5.50 PER MEAL PAID AFTER 2 HOURS OF OVERTIME	1	4.2	335	1.7
$ 6.25 PER MEAL PAID AFTER 1 HOURS OF OVERTIME	1	4.2	126	.6
$ 6.50 PER MEAL PAID AFTER 2 HOURS OF OVERTIME	2	8.3	4,031	20.6
$ 7.50 PER MEAL PAID AFTER 2 HOURS OF OVERTIME	1	4.2	120	.6
MEALS FURNISHED BY EMPLOYER AFTER 2 HOURS OF OVERTIME	3	12.5	1,668	8.5
OTHER	1	4.2	3,655	18.7
TOTAL	24	100.0	19,583	100.0

TABLE 38 RIGHT TO REFUSE OVERTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	83.3	12,961	66.2
PROVISION EXISTS	4	16.7	6,622	33.8
TOTAL	24	100.0	19,583	100.0

TABLE 39 PREMIUM PAY FOR WORK ON SCHEDULED SATURDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	91.7	18,574	94.8
NOT SPECIFIED	1	4.2	591	3.0
OTHER	1	4.2	418	2.1
TOTAL	24	100.0	19,583	100.0

TABLE 40 PREMIUM PAY FOR WORK ON SCHEDULED SUNDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	50.0	4,012	20.5
AMOUNT PER HOUR				
$.40	1	4.2	700	3.6
$.56	1	4.2	1,408	7.2
$.61	1	4.2	800	4.1
PER CENT OF WAGES				
50.0 PER CENT	1	4.2	2,739	14.0
TIME RATE PAYMENT				
TIME AND ONE-QUARTER	1	4.2	1,500	7.7
TIME AND ONE-HALF	3	12.5	5,627	28.7
DOUBLE TIME	1	4.2	335	1.7
NOT SPECIFIED	2	8.3	2,044	10.4
OTHER	1	4.2	418	2.1
TOTAL	24	100.0	19,583	100.0

TABLE 41 SECOND SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	12.5	644	3.3
AMOUNT PER HOUR				
$.25	1	4.2	147	.8
$.30	1	4.2	591	3.0
$.35	1	4.2	1,500	7.7
$.40	3	12.5	2,833	14.5
$.45	2	8.3	276	1.4
$.60	5	20.8	9,318	47.6
$.61	3	12.5	1,610	8.2
$.75	1	4.2	335	1.7
$.77	1	4.2	800	4.1
$.83	2	8.3	1,409	7.2
$1.25	1	4.2	120	.6
TOTAL	24	100.0	19,583	100.0

TABLE 42 THIRD SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	8.3	536	2.7
AMOUNT PER HOUR				
$.30	1	4.2	591	3.0
$.35	1	4.2	1,500	7.7
$.40	3	12.5	2,833	14.5
$.45	2	8.3	276	1.4
$.50	1	4.2	147	.8
$.60	2	8.3	1,632	8.3
$.65	3	12.5	7,686	39.2
$.73	1	4.2	800	4.1
$.75	2	8.3	443	2.3
$.77	3	12.5	1,610	8.2
$.83	2	8.3	1,409	7.2
$1.25	1	4.2	120	.6
TOTAL	24	100.0	19,583	100.0

TABLE 43 SPLIT SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	87.5	14,099	72.0
FLAT AMOUNT PER SHIFT				
$ 2.00 PER SHIFT	1	4.2	2,739	14.0
$ 2.25 PER SHIFT	1	4.2	1,292	6.6
OTHER	1	4.2	1,453	7.4
TOTAL	24	100.0	19,583	100.0

TABLE 44 PREMIUM PAY FOR DIRTY WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	100.0	19,583	100.0
TOTAL	24	100.0	19,583	100.0

TABLE 45 PREMIUM PAY FOR HAZARDOUS WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	79.2	12,238	62.5
TIME RATE PAYMENT				
STRAIGHT TIME	1	4.2	3,655	18.7
TIME AND ONE-HALF	1	4.2	1,408	7.2
DOUBLE TIME	2	8.3	1,582	8.1
OTHER	1	4.2	700	3.6
TOTAL	24	100.0	19,583	100.0

TABLE 46 PREMIUM PAY FOR ABNORMAL WORKING CONDITIONS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	79.2	13,769	70.3
AMOUNT PER HOUR				
$.60	1	4.2	224	1.1
$.70	2	8.3	1,135	5.8
$6.70	1	4.2	800	4.1
TIME RATE PAYMENT				
TIME AND ONE-HALF	1	4.2	3,655	18.7
TOTAL	24	100.0	19,583	100.0

TABLE 47 STAND-BY OR ON-CALL ADJUSTMENTS

PAY PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	66.7	14,251	72.8
PROVISION EXISTS	8	33.3	5,332	27.2
TOTAL	24	100.0	19,583	100.0

TABLE 48 REPORTING PAY GUARANTEES

MINIMUM GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	87.5	18,719	95.6
4.0 HOURS OF WORK OR PAY	1	4.2	335	1.7
VARIES DEPENDING ON WORK OR NOT	2	8.3	529	2.7
TOTAL	24	100.0	19,583	100.0

TABLE 49 CALL-BACK PAY GUARANTEES

MINIMUM GUARANTEE AND RATE OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	4.2	421	2.1
MINIMUM OF 2.0 HOURS AT				
TIME AND ONE-HALF	1	4.2	108	.6
DOUBLE TIME	9	37.5	11,202	57.2
MINIMUM OF 4.0 HOURS AT STRAIGHT TIME	1	4.2	335	1.7
MINIMUM OF 1.0 HOURS AT APPLICABLE OVERTIME RATE	5	20.8	3,401	17.4
MINIMUM OF 2.0 HOURS AT APPLICABLE OVERTIME RATE	3	12.5	3,034	15.5
MINIMUM OF 4.0 HOURS AT APPLICABLE OVERTIME RATE	1	4.2	120	.6
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	8.3	371	1.9
OTHER	1	4.2	591	3.0
TOTAL	24	100.0	19,583	100.0

TABLE 50 WAGE OR EMPLOYMENT GUARANTEES

GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	91.7	16,630	84.9
GUARANTEED WORK OR PAY VARIES BY OCCUPATIONAL GROUP	1	4.2	1,453	7.4
OTHER	1	4.2	1,500	7.7
TOTAL	24	100.0	19,583	100.0

TABLE 51 PAY ON TEMPORARY TRANSFERS TO LOWER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	50.0	13,548	69.2
EMPLOYEE RETAINS HIS RATE FOR DURATION OF TRANSFER	10	41.7	4,917	25.1
EMPLOYEE RETAINS HIS RATE ONLY FOR A SPECIFED PERIOD	1	4.2	700	3.6
OTHER	1	4.2	418	2.1
TOTAL	24	100.0	19,583	100.0

TABLE 52 PAY ON TEMPORARY TRANSFERS TO HIGHER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	12.5	1,860	9.5
EMPLOYEE PAID HIGHER RATE FOR DURATION OF TRANSFER	9	37.5	10,924	55.8
EMPLOYEE PAID HIGHER RATE ONLY AFTER A SPECIFIED PERIOD	11	45.8	6,381	32.6
OTHER	1	4.2	418	2.1
TOTAL	24	100.0	19,583	100.0

TABLE 53 PAID REST OR RELIEF PERIODS

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	66.7	14,409	73.6
2 PERIODS, 10 MINUTES EACH	1	4.2	147	.8
2 PERIODS, 15 MINUTES EACH	5	20.8	2,074	10.6
PERIODS AND DURATION NOT SPECIFIED	1	4.2	1,500	7.7
OTHER	1	4.2	1,453	7.4
TOTAL	24	100.0	19,583	100.0

TABLE 54 PAID CLEAN-UP OR CLOTHES CHANGING TIME

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	100.0	19,583	100.0
TOTAL	24	100.0	19,583	100.0

TABLE 55 NUMBER OF PAID HOLIDAYS

ANNUAL ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
10 FULL HOLIDAYS	9	37.5	5,523	28.2
11 FULL HOLIDAYS	13	54.2	12,487	63.8
11 FULL HOLIDAYS PLUS 1 HALF HOLIDAY	1	4.2	1,453	7.4
12 FULL HOLIDAYS	1	4.2	120	.6
TOTAL	24	100.0	19,583	100.0

TABLE 56 YEAR-END HOLIDAY PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	100.0	19,583	100.0
TOTAL	24	100.0	19,583	100.0

TABLE 57 SERVICE REQUIREMENTS FOR HOLIDAY PAY

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	50.0	13,197	67.4
30 CALENDAR DAYS	5	20.8	3,120	15.9
30 WORKING DAYS	7	29.2	3,266	16.7
TOTAL	24	100.0	19,583	100.0

TABLE 58 WORK REQUIREMENTS FOR HOLIDAY PAY

WORK REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	33.3	6,403	32.7
DAY BEFORE AND AFTER HOLIDAY	16	66.7	13,180	67.3
TOTAL	24	100.0	19,583	100.0

TABLE 59 LOSS OF HOLIDAY PAY - FAILURE TO REPORT FOR SCHEDULED WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	100.0	19,583	100.0
TOTAL	24	100.0	19,583	100.0

TABLE 60 PAY FOR HOLIDAYS FALLING ON SATURDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	45.8	6,100	31.1
FOLLOWING MONDAY OFF WITH PAY	4	16.7	2,410	12.3
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY	8	33.3	10,738	54.8
ANOTHER DAY OFF WITH PAY	1	4.2	335	1.7
TOTAL	24	100.0	19,583	100.0

TRANSPORTATION, COMMUNICATION AND UTILITIES

TABLE 61 PAY FOR HOLIDAYS FALLING ON SUNDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	45.8	6,100	31.1
FOLLOWING MONDAY OFF WITH PAY	4	16.7	2,410	12.3
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY	8	33.3	10,738	54.8
ANOTHER DAY OFF WITH PAY	1	4.2	335	1.7
TOTAL	24	100.0	19,583	100.0

TABLE 62 COMPENSATION FOR HOLIDAYS FALLING WITHIN VACATION PERIOD

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	37.5	4,958	25.3
EXTRA DAYS VACATION WITH PAY	11	45.8	11,913	60.8
EXTRA DAYS VACATION WITH PAY OR EXTRA DAYS PAY	4	16.7	2,712	13.8
TOTAL	24	100.0	19,583	100.0

TABLE 63 COMPENSATION FOR HOLIDAYS FALLING ON SCHEDULED DAYS OFF

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	41.7	9,205	47.0
EXTRA DAY OFF WITH PAY	7	29.2	5,608	28.6
EXTRA DAYS PAY	3	12.5	1,803	9.2
EXTRA DAY OFF OR EXTRA DAYS PAY	4	16.7	2,967	15.2
TOTAL	24	100.0	19,583	100.0

TABLE 64 COMPENSATION FOR WORK ON PAID HOLIDAYS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	4.2	147	.8
TIME AND ONE-HALF PLUS HOLIDAY PAY	1	4.2	421	2.1
DOUBLE TIME PLUS HOLIDAY PAY	17	70.8	16,511	84.3
TIME AND ONE-HALF, PLUS ANOTHER DAY OFF WITH PAY	1	4.2	126	.6
DOUBLE TIME PLUS HOLIDAY PAY OR ANOTHER DAY OFF WITH PAY	1	4.2	1,408	7.2
DOUBLE TIME OR DOUBLE TIME OFF PLUS HOLIDAY PAY	1	4.2	700	3.6
OTHER	2	8.3	270	1.4
TOTAL	24	100.0	19,583	100.0

TABLE 65 LENGTH OF SERVICE FOR TWO WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	16.7	2,554	13.0
SIX MONTHS BUT LESS THAN ONE YEAR	6	25.0	8,924	45.6
1 YEAR	13	54.2	7,979	40.7
OTHER	1	4.2	126	.6
TOTAL	24	100.0	19,583	100.0

TABLE 66 LENGTH OF SERVICE FOR THREE WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	8.3	2,180	11.1
1 YEAR	6	25.0	8,656	44.2
2 YEARS	10	41.7	7,386	37.7
3 YEARS	4	16.7	814	4.2
4 YEARS	1	4.2	421	2.1
OTHER	1	4.2	126	.6
TOTAL	24	100.0	19,583	100.0

*For Explanation see Number 7 in the Definition at page IX

TABLE 67 LENGTH OF SERVICE FOR FOUR WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	12.5	2,306	11.8
6 YEARS	1	4.2	120	.6
8 YEARS	9	37.5	4,698	24.0
9 YEARS	10	41.7	12,041	61.5
10 YEARS	1	4.2	418	2.1
TOTAL	24	100.0	19,583	100.0

TABLE 68 LENGTH OF SERVICE FOR FIVE WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	16.7	2,727	13.9
13 YEARS	2	8.3	559	2.9
15 YEARS	3	12.5	375	1.9
16 YEARS	3	12.5	7,686	39.2
17 YEARS	5	20.8	3,401	17.4
18 YEARS	2	8.3	1,826	9.3
19 YEARS	4	16.7	2,894	14.8
20 YEARS	1	4.2	115	.6
TOTAL	24	100.0	19,583	100.0

TABLE 69 LENGTH OF SERVICE FOR SIX WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	45.8	7,398	37.8
18 YEARS	2	8.3	559	2.9
25 YEARS	11	45.8	11,626	59.4
TOTAL	24	100.0	19,583	100.0

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*For Explanation see Number 7 in the Definition at page IX

TABLE 70 MAXIMUM PAID VACATION *

MAXIMUM VACATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	4.2	1,500	7.7
FOUR WEEKS	1	4.2	421	2.1
FIVE WEEKS	7	29.2	4,671	23.9
SIX WEEKS	10	41.7	11,035	56.3
SEVEN WEEKS	3	12.5	1,150	5.9
NOT SPECIFIED	1	4.2	680	3.5
OTHER	1	4.2	126	.6
TOTAL	24	100.0	19,583	100.0

TABLE 71 PAY IN LIEU OF VACATIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	79.2	11,630	59.4
PROVISION EXISTS	5	20.8	7,953	40.6
TOTAL	24	100.0	19,583	100.0

TABLE 72 PAID SICK LEAVE (CASUAL ILLNESS)**

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	75.0	12,384	63.2
CASUAL ILLNESS LEAVE	4	16.7	3,424	17.5
COMBINATION CASUAL AND GENERAL ILLNESS LEAVE	2	8.3	3,775	19.3
TOTAL	24	100.0	19,583	100.0

TABLE 73 SERVICE REQUIREMENTS FOR PAID SICK LEAVE **

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	87.5	15,369	78.5
3 MONTHS	2	8.3	559	2.9
6 MONTHS	1	4.2	3,655	18.7
TOTAL	24	100.0	19,583	100.0

*For Explanation see Number 7 in the Definition at page IX

**For Explanation see Number 8 in the Definition at page IX

TABLE 74 AMOUNT OF PAID SICK LEAVE *

AMOUNT OF LEAVE PER YEAR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	83.3	15,458	78.9
6 DAYS	1	4.2	224	1.1
12 DAYS	1	4.2	120	.6
18 DAYS	1	4.2	126	.6
VARIES WITH LENGTH OF SERVICE	1	4.2	3,655	18.7
TOTAL	24	100.0	19,583	100.0

TABLE 75 MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE *

MAXIMUM ACCUMULATION ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	87.5	18,898	96.5
UNDER 60 DAYS	2	8.3	559	2.9
120 - 149 DAYS	1	4.2	126	.6
TOTAL	24	100.0	19,583	100.0

TABLE 76 PAYMENT OF UNUSED SICK LEAVE ON TERMINATION OF EMPLOYMENT *

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	95.8	19,248	98.3
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT 100.0 PER CENT	1	4.2	335	1.7
TOTAL	24	100.0	19,583	100.0

TABLE 77 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON TERMINATION*

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	95.8	19,248	98.3
26 DAYS	1	4.2	335	1.7
TOTAL	24	100.0	19,583	100.0

*For Explanation see Number 8 in the Definition at page IX

TABLE 78 PAYMENT FOR UNUSED SICK LEAVE ON RETIREMENT*

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	91.7	19,024	97.1
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT 100.0 PER CENT	2	8.3	559	2.9
TOTAL	24	100.0	19,583	100.0

TABLE 79 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON RETIREMENT*

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	91.7	19,024	97.1
26 DAYS	2	8.3	559	2.9
TOTAL	24	100.0	19,583	100.0

TABLE 80 PAYMENT FOR UNUSED SICK LEAVE ON DEATH*

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	100.0	19,583	100.0
TOTAL	24	100.0	19,583	100.0

TABLE 81 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID FOR ON DEATH*

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	100.0	19,583	100.0
TOTAL	24	100.0	19,583	100.0

TABLE 82 INJURY PAY PROVISIONS**

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	83.3	14,408	73.6
PROVISION EXISTS	4	16.7	5,175	26.4
TOTAL	24	100.0	19,583	100.0

*For Explanation see Number 8 in the Definition at page IX

**For Explanation see Number 9 in the Definition at page IX

TABLE 83 WORKERS COMPENSATION PAY SUPPLEMENTS

AMOUNT OF SUPPLEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	79.2	10,971	56.0
FULL DIFFERENCE BETWEEN REGULAR PAY AND COMPENSATION PAY	3	12.5	5,538	28.3
PART OF DIFFERENCE BETWEEN REGULAR PAY AND COMPENSATION PAY	1	4.2	335	1.7
FULL DIFFERENCE FOR A PERIOD OF TIME AND PART OF DIFFERENCE THEREAFTER	1	4.2	2,739	14.0
TOTAL	24	100.0	19,583	100.0

TABLE 84 MAXIMUM PERIOD OF WORKERS COMPENSATION PAY SUPPLEMENTS

MAXIMUM PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	79.2	10,971	56.0
3 MONTHS	1	4.2	335	1.7
13 MONTHS	2	8.3	4,947	25.3
NOT SPECIFIED	2	8.3	3,330	17.0
TOTAL	24	100.0	19,583	100.0

TABLE 85 PAID JURY DUTY LEAVE

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	50.0	8,351	42.6
DIFFERENCE BETWEEN REGULAR PAY AND JURY FEES	11	45.8	8,493	43.4
NOT SPECIFIED	1	4.2	2,739	14.0
TOTAL	24	100.0	19,583	100.0

TABLE 86 PAID BEREAVEMENT LEAVE

MAXIMUM NUMBER OF DAYS ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	25.0	5,156	26.3
IMMEDIATE FAMILY ONLY				
3.0 DAYS	3	12.5	1,329	6.8
4.0 DAYS	3	12.5	867	4.4
5.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE OR OTHER RELATIVES	1	4.2	335	1.7
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE RELATIVES AND 2.0 DAYS FOR ADD TRAVEL TIME	1	4.2	115	.6
3.0 DAYS BASIC LEAVE WITH 1.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	1	4.2	147	.8
3.0 DAYS BASIC LEAVE WITH 2.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	5	20.8	7,098	36.2
4.0 DAYS BASIC LEAVE WITH ADDITIONAL DAYS IF TRAVEL INVOLVED, AT EMPLOYERS DISCRETION	1	4.2	1,453	7.4
NOT SPECIFIED	1	4.2	224	1.1
OTHER	2	8.3	2,859	14.6
TOTAL	24	100.0	19,583	100.0

TABLE 87 SERVICE REQUIREMENTS FOR MATERNITY LEAVE

SERVICE REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	33.3	4,198	21.4
6 MONTHS	5	20.8	9,259	47.3
12 MONTHS	11	45.8	6,126	31.3
TOTAL	24	100.0	19,583	100.0

TABLE 88 LENGTH OF MATERNITY LEAVE

LENGTH OF LEAVE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	33.3	4,198	21.4
18 WEEKS	2	8.3	706	3.6
20 WEEKS	5	20.8	9,214	47.1
24 WEEKS	3	12.5	1,729	8.8
26 WEEKS	5	20.8	3,401	17.4
46 WEEKS	1	4.2	335	1.7
TOTAL	24	100.0	19,583	100.0

TABLE 89 SENIORITY STATUS DURING MATERNITY LEAVE

SENIORITY STATUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	54.2	6,590	33.7
SENIORITY RETAINED UP TO TIME MATERNITY LEAVE BEGINS	9	37.5	10,949	55.9
SENIORITY ACCUMULATES DURING PART OF MATERNITY LEAVE	1	4.2	591	3.0
REFERENCE TO SENIORITY STATUS NOT SPECIFIC OR CANNOT BE DETERMINED	1	4.2	1,453	7.4
TOTAL	24	100.0	19,583	100.0

TABLE 90 MATERNITY LEAVE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	33.3	4,198	21.4
MATERNITY LEAVE PLAN EXISTS	16	66.7	15,385	78.6
TOTAL	24	100.0	19,583	100.0

TABLE 91 LEAVE OF ABSENCE FOR FULL-TIME UNION DUTIES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	66.7	13,682	69.9
PROVISION EXISTS	8	33.3	5,901	30.1
TOTAL	24	100.0	19,583	100.0

TABLE 92 LEAVE OF ABSENCE FOR UNION FUNCTIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	58.3	8,042	41.1
PROVISION EXISTS	10	41.7	11,541	58.9
TOTAL	24	100.0	19,583	100.0

TABLE 93 PAID LEAVE OF ABSENCE FOR PERSONAL REASONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	41.7	4,606	23.5
PATERNITY	13	54.2	12,238	62.5
PAID LEAVE OF ABSENCE FOR PERSONAL REASONS NOT SPECIFIED	1	4.2	2,739	14.0
TOTAL	24	100.0	19,583	100.0

TABLE 94 LEAVE OF ABSENCE FOR EDUCATIONAL PURPOSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	87.5	17,854	91.2
LEAVE WITHOUT PAY	1	4.2	126	.6
LEAVE WITH FULL PAY	1	4.2	1,453	7.4
LEAVE FOR EDUCATIONAL PURPOSES PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY	1	4.2	150	.8
TOTAL	24	100.0	19,583	100.0

TABLE 95 GRIEVANCE AND ARBITRATION PAY PROVISIONS*

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	66.7	9,943	50.8
GRIEVANCE PAY ONLY	8	33.3	9,640	49.2
TOTAL	24	100.0	19,583	100.0

TABLE 96 NEGOTIATION PAY PROVISIONS **

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	70.8	10,036	51.2
PROVISION EXISTS	7	29.2	9,547	48.8
TOTAL	24	100.0	19,583	100.0

TABLE 97 DANGEROUS WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	100.0	19,583	100.0
TOTAL	24	100.0	19,583	100.0

*For Explanation see Number 10 in the Definition at page IX

**For Explanation see Number 11 in the Definition at page IX

TABLE 98 LABOUR MANAGEMENT SAFETY COMMITTEES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	83.3	17,450	89.1
PROVISION EXISTS	4	16.7	2,133	10.9
TOTAL	24	100.0	19,583	100.0

TABLE 99 SAFETY COMMITTEE PAY PROVISIONS

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	95.8	19,165	97.9
PROVISION EXISTS	1	4.2	418	2.1
TOTAL	24	100.0	19,583	100.0

TABLE 100 LABOUR-MANAGEMENT COMMITTEE

COMMITTEE PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	58.3	10,763	55.0
PROVISION FOR COMMITTEE WITH ONLY GENERAL STATEMENT OF ITS PURPOSE	8	33.3	7,549	38.5
PROVISION FOR COMMITTEE BUT RESTRICTED TO DISCUSSING A SPECIFIC LIST OF ITEMS	2	8.3	1,271	6.5
TOTAL	24	100.0	19,583	100.0

TABLE 101 ALLOWANCES FOR SAFETY SHOES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	79.2	14,829	75.7
SAFETY SHOES SUPPLIED AT SOME COST TO EMPLOYEE	1	4.2	1,453	7.4
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF SAFETY SHOES	3	12.5	2,601	13.3
MONETARY ALLOWANCE PROVIDED FOR INITIAL SAFETY SHOES,REPLACEMENTS AT SOME COST	1	4.2	700	3.6
TOTAL	24	100.0	19,583	100.0

TABLE 102 ALLOWANCES FOR SAFETY GLASSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	100.0	19,583	100.0
TOTAL	24	100.0	19,583	100.0

TABLE 103 SUPPLY OF OR ALLOWANCES FOR WORK CLOTHING OR UNIFORMS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	45.8	12,022	61.4
SUPPLIED AT NO COST TO EMPLOYEES	7	29.2	3,105	15.9
SUPPLIED AT SOME COST TO EMPLOYEES	1	4.2	335	1.7
EMPLOYER MAKES A MONETARY ALLOWANCE	4	16.7	2,621	13.4
OTHER	1	4.2	1,500	7.7
TOTAL	24	100.0	19,583	100.0

TABLE 104 MAINTENANCE OF WORK CLOTHING

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	83.3	17,710	90.4
MAINTAINED AT NO COST TO EMPLOYEES	2	8.3	1,608	8.2
EMPLOYER MAKES MONETARY ALLOWANCE FOR MAINTENANCE OF WORK CLOTHING	2	8.3	265	1.4
TOTAL	24	100.0	19,583	100.0

TABLE 105 ALLOWANCE FOR TOOLS

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	58.3	10,741	54.8
TOOLS SUPPLIED AT NO COST TO EMPLOYEE	1	4.2	150	.8
TOOLS REPLACED AT NO COST TO EMPLOYEE	2	8.3	1,291	6.6
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF TOOLS	5	20.8	7,069	36.1
TOOLS SUPPLIED AT NO COST AND INSURANCE PROVIDED	1	4.2	108	.6
MONETARY ALLOWANCE FOR PURCHASE OF TOOLS AND INSURANCE PROVIDED	1	4.2	224	1.1
TOTAL	24	100.0	19,583	100.0

TABLE 106 MEAL, LODGING AND PER DIEM ALLOWANCES ON TRAVEL STATUS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	37.5	6,120	31.3
LODGING ALLOWANCE (OR LODGING SUPPLIED)	1	4.2	147	.8
MEAL AND LODGING ALLOWANCE, OR MEAL AND LODGING SUPPLIED	5	20.8	4,520	23.1
MEAL AND LODGING ALLOWANCE OR SUPPLIED PLUS PER DIEM ALLOWANCE	9	37.5	8,796	44.9
TOTAL	24	100.0	19,583	100.0

TABLE 107 TRAVEL TIME PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	33.3	3,039	15.5
PORTAL TO PORTAL PAY	1	4.2	1,408	7.2
PAY FOR TRAVEL TIME DIRECTLY RELATED TO THE JOB	11	45.8	11,315	57.8
PORTAL TO PORTAL PAY AND PAY FOR TRAVEL TIME DEIRECTLY RELATED TO THE JOB	3	12.5	2,368	12.1
OTHER	1	4.2	1,453	7.4
TOTAL	24	100.0	19,583	100.0

TABLE 108 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	58.3	9,133	46.6
VARIES WITH DISTANCE	4	16.7	5,596	28.6
OTHER	6	25.0	4,854	24.8
TOTAL	24	100.0	19,583	100.0

TABLE 109 APPRENTICESHIP TRAINING PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	15	62.5	8,675	44.3
PROVISION EXISTS	9	37.5	10,908	55.7
TOTAL	24	100.0	19,583	100.0

TABLE 110 APPRENTICESHIP TO JOURNEYMEN RATIO

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	83.3	17,504	89.4
ONE TO TWO	1	4.2	680	3.5
ONE TO THREE	1	4.2	108	.6
RATIO VARIES BY TRADE	1	4.2	591	3.0
OTHER	1	4.2	700	3.6
TOTAL	24	100.0	19,583	100.0

TABLE 111 ON-THE-JOB TRAINING PROVISIONS*

PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	37.5	7,445	38.0
TRAINING FOR BARGAINING UNIT EMPLOYEES	15	62.5	12,138	62.0
TOTAL	24	100.0	19,583	100.0

TABLE 112 SEVERANCE PAY & LAY-OFF BENEFIT PLANS (OTHER THAN SUB) **

PLAN	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	87.5	17,675	90.3
SEVERANCE PAY PLAN	2	8.3	1,788	9.1
LAY-OFF BENEFIT PLAN	1	4.2	120	.6
TOTAL	24	100.0	19,583	100.0

TABLE 113 SUPPLEMENTAL UNEMPLOYMENT BENEFIT (S.U.B.) PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	100.0	19,583	100.0
TOTAL	24	100.0	19,583	100.0

TABLE 114 RESTRICTIONS ON MOONLIGHTING

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	83.3	12,451	63.6
PROVISION EXISTS	4	16.7	7,132	36.4
TOTAL	24	100.0	19,583	100.0

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*For Explanation see Number 12 in the Definition at page IX

**For Explanation see Number 13 in the Definition at page X

TABLE 115 RESTRICTIONS ON WORK BY NON-BARGAINING UNIT EMPLOYEES

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	83.3	17,580	89.8
PROVISION EXISTS	4	16.7	2,003	10.2
TOTAL	24	100.0	19,583	100.0

TABLE 116 RESTRICTIONS ON CONTRACTING OUT

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	79.2	13,708	70.0
PROVISION EXISTS	5	20.8	5,875	30.0
TOTAL	24	100.0	19,583	100.0

TABLE 117 TECHNOLOGICAL CHANGE - ADVANCE NOTICE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	79.2	15,824	80.8
3 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	1	4.2	335	1.7
NOT SPECIFIED	4	16.7	3,424	17.5
TOTAL	24	100.0	19,583	100.0

TABLE 118 TECHNOLOGICAL CHANGE - CONSULTATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	91.7	18,292	93.4
PROVISION EXISTS	2	8.3	1,291	6.6
TOTAL	24	100.0	19,583	100.0

TABLE 119 TECHNOLOGICAL CHANGE - TRAINING BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	70.8	10,564	53.9
PROVISION EXISTS	7	29.2	9,019	46.1
TOTAL	24	100.0	19,583	100.0

TABLE 120 TECHNOLOGICAL CHANGE - ATTRITION ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	95.8	15,928	81.3
PROVISION EXISTS	1	4.2	3,655	18.7
TOTAL	24	100.0	19,583	100.0

TABLE 121 TECHNOLOGICAL CHANGE - INCOME PROTECTION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	100.0	19,583	100.0
TOTAL	24	100.0	19,583	100.0

TABLE 122 TECHNOLOGICAL CHANGE - JOINT AUTOMATION COMMITTEE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	100.0	19,583	100.0
TOTAL	24	100.0	19,583	100.0

TABLE 123 TECHNOLOGICAL CHANGE - RELOCATION ALLOWANCES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	100.0	19,583	100.0
TOTAL	24	100.0	19,583	100.0

TABLE 124 TECHNOLOGICAL CHANGE - TRANSFER ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	91.7	18,872	96.4
PROVISION EXISTS	2	8.3	711	3.6
TOTAL	24	100.0	19,583	100.0

TABLE 125 TECHNOLOGICAL CHANGE - ADVANCE NOTICE OF LAY-OFF

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	100.0	19,583	100.0
TOTAL	24	100.0	19,583	100.0

TABLE 126 TECHNOLOGICAL CHANGE - SEVERANCE PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	87.5	14,140	72.2
PROVISION EXISTS	3	12.5	5,443	27.8
TOTAL	24	100.0	19,583	100.0

TABLE 127 TECHNOLOGICAL CHANGE - ARBITRATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	95.8	18,083	92.3
PROVISION EXISTS	1	4.2	1,500	7.7
TOTAL	24	100.0	19,583	100.0

TABLE 128 ADVANCE NOTICE OF PLANT CLOSING OR RELOCATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	100.0	19,583	100.0
TOTAL	24	100.0	19,583	100.0

TABLE 129 JOB EVALUATION AND UNION PARTICIPATION IN CLASSIFICATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	45.8	9,032	46.1
FORMAL JOB EVALUATION PLAN	4	16.7	3,358	17.1
JOINT UNION-MANAGEMENT PARTICIPATION IN JOB CLASSIFICATION ON AD HOC BASIS	5	20.8	4,621	23.6
JOINT UNION-MANAGEMENT PARTICIPATION IN JOB CLASSIFICATION ON FORMAL BASIS	4	16.7	2,572	13.1
TOTAL	24	100.0	19,583	100.0

TABLE 130 GRIEVANCE OF JOB CLASSIFICATION OR RE-CLASSIFICATION

GRIEVANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	70.8	13,500	68.9
PROVISION EXISTS	7	29.2	6,083	31.1
TOTAL	24	100.0	19,583	100.0

TABLE 131 EQUAL PAY FOR WORK OF EQUAL VALUE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	95.8	19,248	98.3
PROVISION FOR EQUAL PAY FOR EQUAL WORK	1	4.2	335	1.7
TOTAL	24	100.0	19,583	100.0

TABLE 132 FREQUENCY OF COST-OF-LIVING ADJUSTMENTS

FREQUENCY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	75.0	15,570	79.5
AUTOMATIC ANNUAL ADJUSTMENTS	3	12.5	2,613	13.3
ONE ADJUSTMENT DURING TERM OF AGREEMENT	2	8.3	1,250	6.4
ADJUSTMENTS TIED TO A SPECIFIC CHANGE IN THE CONSUMER PRICE INDEX	1	4.2	150	.8
TOTAL	24	100.0	19,583	100.0

TABLE 133 AMOUNT OF COST-OF-LIVING ADJUSTMENTS

AMOUNT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	75.0	15,570	79.5
PERCENTAGE ADJUSTMENTS CAN NOT BE EASILY TABULATED	2	8.3	1,160	5.9
OTHER	4	16.7	2,853	14.6
TOTAL	24	100.0	19,583	100.0

TABLE 134 ATTENDANCE OR CONTINUOUS SERVICE BONUS

BONUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	70.8	8,203	41.9
CONTINUOUS SERVICE BONUS ONLY	7	29.2	11,380	58.1
TOTAL	24	100.0	19,583	100.0

TABLE 135 EMPLOYER CONTRIBUTION TO BASIC MEDICAL & HOSPITAL PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	45.8	7,737	39.5
33.3 PER CENT	1	4.2	591	3.0
50.0 PER CENT	2	8.3	267	1.4
60.0 PER CENT	3	12.5	349	1.8
70.0 PER CENT	1	4.2	418	2.1
75.0 PER CENT	3	12.5	7,686	39.2
NOT SPECIFIED	3	12.5	2,535	12.9
TOTAL	24	100.0	19,583	100.0

TABLE 136 SPECIALIZED INSURANCE BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	50.0	8,804	45.0
DENTAL CARE PLAN ONLY	9	37.5	10,073	51.4
DENTAL CARE PLAN AND VISION CARE PLAN	1	4.2	224	1.1
COMBINATION OF THREE PLANS	2	8.3	482	2.5
TOTAL	24	100.0	19,583	100.0

TABLE 137 MAJOR MEDICAL OR COMPREHENSIVE BENEFIT PLANS*

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	87.5	19,208	98.1
PROVISION EXISTS	3	12.5	375	1.9
TOTAL	24	100.0	19,583	100.0

*For Explanation see Number 14 in the Definition at page X

TABLE 138 EMPLOYER CONTRIBUTIONS TO LIFE INSURANCE PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	50.0	7,293	37.2
50.0 PER CENT	1	4.2	147	.8
60.0 PER CENT	3	12.5	349	1.8
100.0 PER CENT	1	4.2	120	.6
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	4.2	1,292	6.6
FLAT SUM PAYMENT	1	4.2	2,739	14.0
NOT SPECIFIED	5	20.8	7,643	39.0
TOTAL	24	100.0	19,583	100.0

TABLE 139 AMOUNT OF BENEFITS PROVIDED IN LIFE INSURANCE PLANS

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	50.0	7,293	37.2
25,000 DOLLARS	1	4.2	108	.6
27,500 DOLLARS	1	4.2	147	.8
VARIES WITH INCOME OR JOB CLASSIFICATION	1	4.2	1,453	7.4
NOT SPECIFIED	9	37.5	10,582	54.0
TOTAL	24	100.0	19,583	100.0

TABLE 140 EMPLOYER CONTRIBUTIONS TO A. D. & D. INSURANCE

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	87.5	19,213	98.1
50.0 PER CENT	1	4.2	147	.8
60.0 PER CENT	2	8.3	223	1.1
TOTAL	24	100.0	19,583	100.0

TABLE 141 AMOUNT OF BENEFITS PROVIDED IN A. D. & D. INSURANCE

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	87.5	19,213	98.1
25,000 DOLLARS	1	4.2	108	.6
27,500 DOLLARS	1	4.2	147	.8
NOT SPECIFIED	1	4.2	115	.6
TOTAL	24	100.0	19,583	100.0

TABLE 142 EMPLOYER CONTRIB. TO WEEKLY SICKNESS & ACCIDENT INDEMNITY

AMOUNT OF PREMIUM CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	58.3	12,914	65.9
50.0 PER CENT	1	4.2	147	.8
60.0 PER CENT	1	4.2	108	.6
75.0 PER CENT	1	4.2	700	3.6
NOT SPECIFIED	7	29.2	5,714	29.2
TOTAL	24	100.0	19,583	100.0

TABLE 143 AMOUNT OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	58.3	12,914	65.9
$260.00 PER WEEK	1	4.2	108	.6
$375.00 PER WEEK	1	4.2	147	.8
EXPRESSED AS PERCENT OF WAGES	3	12.5	1,851	9.5
VARIES WITH INCOME OR JOB CLASSIFICATION	1	4.2	700	3.6
VARIES WITH SEX OR WITH SEX AND INCOME	1	4.2	2,739	14.0
NOT SPECIFIED	3	12.5	1,124	5.7
TOTAL	24	100.0	19,583	100.0

TRANSPORTATION, COMMUNICATION AND UTILITIES

TABLE 144 MAXIMUM DURATION OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

MAXIMUM DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	58.3	12,914	65.9
16 WEEKS	1	4.2	147	.8
52 WEEKS	2	8.3	1,400	7.1
VARIES WITH LENGTH OF SERVICE	2	8.3	3,439	17.6
NOT SPECIFIED	5	20.8	1,683	8.6
TOTAL	24	100.0	19,583	100.0

TABLE 145 LONG TERM DISABILITY BENEFIT PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	70.8	17,072	87.2
PROVISION EXISTS	7	29.2	2,511	12.8
TOTAL	24	100.0	19,583	100.0

TABLE 146 EMPLOYER CONTRIBUTIONS TO NON-SPECIFIED EMPLOYEE BENEFITS

PERCENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	83.3	16,421	83.9
NOT SPECIFIED	4	16.7	3,162	16.1
TOTAL	24	100.0	19,583	100.0

TABLE 147 PENSION PLANS

FINANCING ARRANGEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	66.7	16,449	84.0
CONTRIBUTORY	3	12.5	590	3.0
NOT SPECIFIED	5	20.8	2,544	13.0
TOTAL	24	100.0	19,583	100.0

SECTION VI

TRADE

(Includes all wholesale and retail outlets)

TABLE 1 EXPIRY DATES OF SELECTED AGREEMENTS

YEAR AND MONTH OF EXPIRATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
1987	3	13.0	380	3.1
MARCH	1	4.3	120	1.0
OCTOBER	1	4.3	100	.8
DECEMBER	1	4.3	160	1.3
1988	17	73.9	11,468	94.0
MARCH	2	8.7	265	2.2
APRIL	1	4.3	600	4.9
MAY	1	4.3	2,520	20.7
JUNE	2	8.7	1,605	13.2
AUGUST	4	17.4	4,454	36.5
SEPTEMBER	2	8.7	534	4.4
DECEMBER	5	21.7	1,490	12.2
1989	1	4.3	120	1.0
MARCH	1	4.3	120	1.0
1990 AND LATER	2	8.7	235	1.9
MARCH	1	4.3	125	1.0
JUNE	1	4.3	110	.9
TOTAL	23	100.0	12,203	100.0

TABLE 2 DISTRIBUTION BY ECONOMIC REGION AND CENSUS DIVISION*

ECONOMIC REGION AND CENSUS DIVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
MEDICINE HAT	2	8.7	261	2.1
CENSUS DIVISION NO. 1	2	8.7	261	2.1
LETHBRIDGE	1	4.3	236	1.9
CENSUS DIVISION NO. 2	1	4.3	236	1.9
CALGARY / DRUMHELLER	4	17.4	4,502	36.9
CENSUS DIVISION NO. 6	4	17.4	4,502	36.9
EDMONTON / LLOYDMIN.	9	39.1	3,746	30.7
CENSUS DIVISION NO. 11	9	39.1	3,746	30.7
INTER-REGIONAL	5	21.7	1,408	11.5
PROVINCE WIDE	2	8.7	2,050	16.8
TOTAL	23	100.0	12,203	100.0

TABLE 3 DISTRIBUTION BY ECONOMIC REGION AND URBAN CENTRE**

ECONOMIC REGION AND URBAN CENTRE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
MEDICINE HAT	2	8.7	261	2.1
MEDICINE HAT	2	8.7	261	2.1
LETHBRIDGE	1	4.3	236	1.9
LETHBRIDGE	1	4.3	236	1.9
CALGARY / DRUMHELLER	4	17.4	4,502	36.9
CALGARY	4	17.4	4,502	36.9
EDMONTON / LLOYDMIN.	9	39.1	3,746	30.7
EDMONTON	9	39.1	3,746	30.7
TWO OR MORE REGIONS	5	21.7	1,408	11.5
PROVINCE WIDE	2	8.7	2,050	16.8
TOTAL	23	100.0	12,203	100.0

TABLE 4 UNIONS REPRESENTING EMPLOYEES COVERED BY AGREEMENTS

UNION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
A. U. P. E.	1	4.3	1,450	11.9
EMPLOYEES ASSOCIATION	3	13.0	2,835	23.2
HEAVY EQUIPMENT TRADES	1	4.3	600	4.9
RETAIL WHOLESALE UNION	2	8.7	265	2.2
TEAMSTERS	2	8.7	230	1.9
UNITED FOOD & COMM. WORKERS	14	60.9	6,823	55.9
TOTAL	23	100.0	12,203	100.0

*For Explanation see Number 1 in the Definition at page VIII

**For Explanation see Number 2 in the Definition at page VIII

TABLE 5 DURATION

DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
LESS THAN ONE YEAR	1	4.3	160	1.3
ONE YEAR	1	4.3	155	1.3
BETWEEN ONE AND TWO YEARS	5	21.7	5,979	49.0
TWO YEARS	8	34.8	4,104	33.6
BETWEEN TWO AND THREE YEARS	5	21.7	1,358	11.1
THREE YEARS	3	13.0	447	3.7
TOTAL	23	100.0	12,203	100.0

TABLE 6 SIZE OF BARGAINING UNITS COVERED

SIZE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
100 - 199 EMPLOYEES	10	43.5	1,316	10.8
200 - 499 EMPLOYEES	5	21.7	1,340	11.0
500 - 999 EMPLOYEES	4	17.4	2,423	19.9
1,000 OR MORE EMPLOYEES	4	17.4	7,124	58.4
TOTAL	23	100.0	12,203	100.0

TABLE 7 TYPE OF BARGAINING UNIT COVERED *

TYPE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NON-OFFICE EMPLOYEES	19	82.6	10,243	83.9
NON-OFFICE AND OFFICE EMPLOYEES	4	17.4	1,960	16.1
TOTAL	23	100.0	12,203	100.0

*For Explanation see Number 3 in the Definition at page VIII

TABLE 8 NON-DISCRIMINATION PROVISIONS

NON-DISCRIMINATION PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	8.7	2,640	21.6
UNION MEMBERSHIP	12	52.2	5,627	46.1
RACE, RELIGION	1	4.3	155	1.3
RACE, RELIGION, UNION MEMBERSHIP, SEX, AGE	3	13.0	511	4.2
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP, SEX, AGE	4	17.4	2,948	24.2
RACE, RELIGION, NATIONALITY, SEX, AGE	1	4.3	322	2.6
TOTAL	23	100.0	12,203	100.0

TABLE 9 MANAGEMENTS RIGHTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	8.7	265	2.2
ENUMERATED LIST OF MANAGEMENT RIGHTS	1	4.3	160	1.3
GENERAL STATEMENT OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	3	13.0	1,725	14.1
ENUMERATED LIST OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	17	73.9	10,053	82.4
TOTAL	23	100.0	12,203	100.0

TABLE 10 UNION MEMBERSHIP REQUIREMENTS*

MEMBERSHIP REQUIREMENTS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
CLOSED SHOP	2	8.7	265	2.2
UNION SHOP	15	65.2	6,991	57.3
MODIFIED UNION SHOP	4	17.4	4,682	38.4
MAINTENANCE OF MEMBERSHIP	1	4.3	110	.9
MUST BECOME MEMBER OR PAY EQUIVALENT DUES	1	4.3	155	1.3
TOTAL	23	100.0	12,203	100.0

*For Explanation see Number 4 in the Definition at page VIII

TABLE 11 CHECK-OFF PAYMENTS

TYPE OF PAYMENT CHECK-OFF	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
DUES CHECK-OFF ONLY	4	17.4	1,835	15.0
DUES AND INITIATION FEES	6	26.1	2,479	20.3
DUES AND ASSESSMENTS	3	13.0	2,785	22.8
DUES, INITIATION FEES AND ASSESSMENTS	10	43.5	5,104	41.8
TOTAL	23	100.0	12,203	100.0

TABLE 12 UNION DUES CHECK-OFF

CHECK-OFF PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
COMPULSORY FOR ALL EMPLOYEES COVERED BY THE AGREEMENT	14	60.9	9,029	74.0
COMPULSORY FOR EMPLOYEES HIRED AFTER A CERTAIN DATE	1	4.3	110	.9
COMPULSORY FOR NEW EMPLOYEES	3	13.0	2,237	18.3
VOLUNTARY FOR ALL EMPLOYEES COVERED BY THE AGREEMENT	1	4.3	120	1.0
UNION DUES CHECK-OFF BUT NOT SPECIFIED WHETHER COMPULSORY OR VOLUNTARY	4	17.4	707	5.8
TOTAL	23	100.0	12,203	100.0

TABLE 13 PROBATIONARY PERIOD FOR NEWLY-HIRED EMPLOYEES

PROBATIONARY PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
30 CALENDAR DAYS	9	39.1	4,869	39.9
45 CALENDAR DAYS	2	8.7	332	2.7
90 CALENDAR DAYS	2	8.7	2,640	21.6
180 CALENDAR DAYS	1	4.3	600	4.9
20 WORKING DAYS/SHIFTS	1	4.3	322	2.6
90 WORKING DAYS/SHIFTS	3	13.0	420	3.4
3 MONTHS	3	13.0	770	6.3
VARIES BY OCCUPATION OR CLASSIFICATION	1	4.3	1,450	11.9
DEPENDS ON RELATED EXPERIENCE OR QUALIFICATIONS	1	4.3	800	6.6
TOTAL	23	100.0	12,203	100.0

TABLE 14 TYPE OF SENIORITY UNIT FOR LAYOFFS, PROMOTIONS, TRANSFERS

SENIORITY UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
COMPANY	9	39.1	2,561	21.0
PLANT	2	8.7	265	2.2
DEPARTMENT	5	21.7	3,077	25.2
JOB OR OCCUPATIONAL CLASSIFICATION	1	4.3	500	4.1
COMBINATION OF PLANT AND DEPARTMENT	2	8.7	960	7.9
COMPANY, DEPARTMENT AND JOB OR OCCUPATIONAL CLASSIFICATION	1	4.3	1,450	11.9
NOT SPECIFIED	3	13.0	3,390	27.8
TOTAL	23	100.0	12,203	100.0

TABLE 15 RETENTION OF SENIORITY OR RECALL RIGHTS DURING LAY-OFF

RETENTION PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	8.7	220	1.8
3 MONTHS	2	8.7	285	2.3
6 MONTHS	17	73.9	11,433	93.7
12 MONTHS	2	8.7	265	2.2
TOTAL	23	100.0	12,203	100.0

TABLE 16 ADVANCE NOTICE OF LAY-OFF

LENGTH OF NOTICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	39.1	3,017	24.7
7 CALENDAR DAYS	1	4.3	212	1.7
20 WORKING DAYS/SHIFTS	1	4.3	1,450	11.9
VARIES WITH LENGTH OF SERVICE	12	52.2	7,524	61.7
TOTAL	23	100.0	12,203	100.0

TABLE 17 PAY IN LIEU OF NOTICE OF LAY-OFF

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	34.8	2,417	19.8
20 DAYS PAY	1	4.3	1,450	11.9
VARIES WITH LENGTH OF SERVICE	14	60.9	8,336	68.3
TOTAL	23	100.0	12,203	100.0

TABLE 18 ADVANCE NOTICE OF TERMINATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	43.5	3,982	32.6
PROVISION EXISTS FOR ADVANCE NOTICE OR PAY IN LIEU OF NOTICE	13	56.5	8,221	67.4
TOTAL	23	100.0	12,203	100.0

TABLE 19 JOB POSTING

POSTING PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	52.2	6,541	53.6
3 CALENDAR DAYS	1	4.3	125	1.0
7 CALENDAR DAYS	4	17.4	597	4.9
10 CALENDAR DAYS	1	4.3	1,450	11.9
2 WORKING DAYS/SHIFTS	1	4.3	110	.9
3 WORKING DAYS/SHIFTS	1	4.3	600	4.9
NOT SPECIFIED	3	13.0	2,780	22.8
TOTAL	23	100.0	12,203	100.0

TABLE 20 ROLE OF SENIORITY IN PROMOTIONS

SENIORITY IN PROMOTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	30.4	4,371	35.8
SOLE FACTOR	2	8.7	570	4.7
PRIMARY FACTOR	10	43.5	2,850	23.4
SECONDARY FACTOR	3	13.0	2,800	22.9
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	1	4.3	1,612	13.2
TOTAL	23	100.0	12,203	100.0

TABLE 21 ROLE OF SENIORITY IN TRANSFERS

SENIORITY IN TRANSFERS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	34.8	3,757	30.8
PRIMARY FACTOR	9	39.1	2,250	18.4
SECONDARY FACTOR	3	13.0	4,187	34.3
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	3	13.0	2,009	16.5
TOTAL	23	100.0	12,203	100.0

TABLE 22 ROLE OF SENIORITY IN LAY-OFFS

SENIORITY IN LAY-OFFS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
SOLE FACTOR	5	21.7	3,115	25.5
PRIMARY FACTOR	14	60.9	8,487	69.5
SECONDARY FACTOR	4	17.4	601	4.9
TOTAL	23	100.0	12,203	100.0

TABLE 23 EMPLOYEE GRIEVANCE - INITIAL PRESENTATION

GRIEVANCE PRESENTED BY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
EMPLOYEE ONLY	3	13.0	1,660	13.6
UNION REPRESENTATIVE ONLY	2	8.7	822	6.7
EMPLOYEES WITH OR WITHOUT UNION REPRESENTATIVE	13	56.5	5,072	41.6
EMPLOYEE OR UNION REPRESENTATIVE	3	13.0	1,968	16.1
GRIEVANCE COMMITTEE ONLY	1	4.3	2,520	20.7
CHOICE BETWEEN SEVERAL PROCEDURES	1	4.3	161	1.3
TOTAL	23	100.0	12,203	100.0

TABLE 24 SPECIAL GRIEVANCE PROCEDURE - DISCIPLINE & DISMISSAL CASES

SPECIAL PROCEDURE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	73.9	8,659	71.0
NUMBER OF STEPS IN THE GRIEVANCE PROCEDURE IS REDUCED	3	13.0	2,210	18.1
DURATION OF DELAYS BETWEEN STEPS IS REDUCED	2	8.7	1,122	9.2
OTHER	1	4.3	212	1.7
TOTAL	23	100.0	12,203	100.0

TABLE 25 GRIEVANCE ARBITRATION - NUMBER OF ARBITRATORS

NUMBER OF ARBITRATORS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	4.3	800	6.6
SPECIFIC PROVISION FOR SINGLE ARBITRATOR	1	4.3	600	4.9
SPECIFIC PROVISION FOR PANEL/BOARD OF ARBITRATORS	13	56.5	7,231	59.3
PROVISION FOR SINGLE ARBITRATOR OR BOARD OF ARBITRATORS	8	34.8	3,572	29.3
TOTAL	23	100.0	12,203	100.0

TABLE 26 SCHEDULED WORK-WEEK (NUMBER OF DAYS)

DAYS PER WEEK	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIVE DAYS A WEEK	21	91.3	11,293	92.5
WORK DAYS VARY FOR DIFFERENT GROUPS OF EMPLOYEES	1	4.3	110	.9
WORK DAYS NOT SPECIFIED OR CANNOT BE DETERMINED	1	4.3	800	6.6
TOTAL	23	100.0	12,203	100.0

TABLE 27 STANDARD DAILY HOURS *

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
8 HOURS	11	47.8	2,554	20.9
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	6	26.1	6,270	51.4
VARIES FOR DIFFERENT SEASONS	5	21.7	2,579	21.1
NOT SPECIFIED	1	4.3	800	6.6
TOTAL	23	100.0	12,203	100.0

TABLE 28 STANDARD OR AVERAGE WEEKLY HOURS

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
37 HOURS	7	30.4	3,902	32.0
38 HOURS	2	8.7	1,667	13.7
40 HOURS	11	47.8	2,554	20.9
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	3	13.0	4,080	33.4
TOTAL	23	100.0	12,203	100.0

*For Explanation see Number 5 in the Definition at page IX

TABLE 29

PAID MEAL PERIOD PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	12,203	100.0
TOTAL	23	100.0	12,203	100.0

TABLE 30

COMPRESSED WORK WEEK AND FLEXTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	78.3	7,503	61.5
PROVISION FOR COMPRESSED WORK-WEEK	4	17.4	3,250	26.6
PROVISION FOR BOTH FLEX-TIME AND COMPRESSED WORK-WEEK	1	4.3	1,450	11.9
TOTAL	23	100.0	12,203	100.0

TABLE 31

OVERTIME RATE AFTER SCHEDULED DAILY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
TIME AND ONE-HALF	5	21.7	3,555	29.1
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 2 HOURS	12	52.2	6,578	53.9
DOUBLE TIME AFTER 3 HOURS	2	8.7	245	2.0
DOUBLE TIME AFTER 4 HOURS	1	4.3	110	.9
DOUBLE TIME	2	8.7	265	2.2
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO 2.00 TIME/PAY AFTER 2 HOURS	1	4.3	1,450	11.9
TOTAL	23	100.0	12,203	100.0

TABLE 32

OVERTIME RATE AFTER SCHEDULED WEEKLY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	4.3	2,520	20.7
TIME AND ONE-HALF	10	43.5	4,379	35.9
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 2 HOURS	7	30.4	3,344	27.4
DOUBLE TIME AFTER 3 HOURS	2	8.7	245	2.0
DOUBLE TIME	2	8.7	265	2.2
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO 2.00 TIME/PAY AFTER 20 HOURS	1	4.3	1,450	11.9
TOTAL	23	100.0	12,203	100.0

TABLE 33 OVERTIME RATE FOR SATURDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	91.3	11,367	93.1
TIME AND ONE-HALF	2	8.7	836	6.9
TOTAL	23	100.0	12,203	100.0

TABLE 34 OVERTIME RATE FOR SUNDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	60.9	8,771	71.9
TIME AND ONE-HALF	1	4.3	600	4.9
DOUBLE TIME	4	17.4	855	7.0
DOUBLE TIME AND ONE-HALF	2	8.7	265	2.2
OTHER	2	8.7	1,712	14.0
TOTAL	23	100.0	12,203	100.0

TABLE 35 OVERTIME RATE ON SIXTH DAY (NOT SCHEDULED)*

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	69.6	8,274	67.8
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 2 HOURS	1	4.3	100	.8
DOUBLE TIME AFTER 3 HOURS	1	4.3	120	1.0
DOUBLE TIME	4	17.4	2,259	18.5
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO 2.00 TIME/PAY AFTER 3 HOURS	1	4.3	1,450	11.9
TOTAL	23	100.0	12,203	100.0

TABLE 36 OVERTIME RATE ON SEVENTH DAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	69.6	7,874	64.5
DOUBLE TIME	5	21.7	2,379	19.5
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO 2.00 TIME/PAY AFTER 3 HOURS	1	4.3	1,450	11.9
OTHER	1	4.3	500	4.1
TOTAL	23	100.0	12,203	100.0

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*For Explanation see Number 6 in the Definition at page IX

TABLE 37 PAYMENT FOR OR SUPPLY OF MEALS

AMOUNT OF PAYMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	82.6	7,513	61.6
$ 4.00 PER MEAL PAID AFTER 4 HOURS OF OVERTIME	1	4.3	2,520	20.7
$ 6.75 PER MEAL PAID AFTER 3 HOURS OF OVERTIME	1	4.3	1,450	11.9
MEALS FURNISHED BY EMPLOYER AFTER				
2 HOURS OF OVERTIME	1	4.3	600	4.9
UNSPECIFIED HOURS	1	4.3	120	1.0
TOTAL	23	100.0	12,203	100.0

TABLE 38 RIGHT TO REFUSE OVERTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	47.8	4,174	34.2
PROVISION EXISTS	12	52.2	8,029	65.8
TOTAL	23	100.0	12,203	100.0

TABLE 39 PREMIUM PAY FOR WORK ON SCHEDULED SATURDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	12,203	100.0
TOTAL	23	100.0	12,203	100.0

TABLE 40 PREMIUM PAY FOR WORK ON SCHEDULED SUNDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	52.2	6,125	50.2
AMOUNT PER HOUR $1.00	10	43.5	4,466	36.6
TIME RATE PAYMENT DOUBLE TIME	1	4.3	1,612	13.2
TOTAL	23	100.0	12,203	100.0

TABLE 41 SECOND SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	8.7	280	2.3
AMOUNT PER HOUR				
$.45	3	13.0	2,730	22.4
$.55	4	17.4	510	4.2
$.65	1	4.3	1,450	11.9
$.70	1	4.3	212	1.7
$.75	10	43.5	6,266	51.3
$1.00	2	8.7	755	6.2
TOTAL	23	100.0	12,203	100.0

TABLE 42 THIRD SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	17.4	1,000	8.2
AMOUNT PER HOUR				
$.45	3	13.0	2,730	22.4
$.55	3	13.0	390	3.2
$.65	1	4.3	1,450	11.9
$.70	1	4.3	212	1.7
$.75	10	43.5	6,266	51.3
$1.00	1	4.3	155	1.3
TOTAL	23	100.0	12,203	100.0

TABLE 43 SPLIT SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	12,203	100.0
TOTAL	23	100.0	12,203	100.0

TABLE 44 PREMIUM PAY FOR DIRTY WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	12,203	100.0
TOTAL	23	100.0	12,203	100.0

TABLE 45 PREMIUM PAY FOR HAZARDOUS WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	12,203	100.0
TOTAL	23	100.0	12,203	100.0

TABLE 46 PREMIUM PAY FOR ABNORMAL WORKING CONDITIONS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	91.3	11,968	98.1
AMOUNT PER HOUR				
$.40	1	4.3	110	.9
$.60	1	4.3	125	1.0
T O T A L	23	100.0	12,203	100.0

TABLE 47 STAND-BY OR ON-CALL ADJUSTMENTS

PAY PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	95.7	11,603	95.1
PROVISION EXISTS	1	4.3	600	4.9
T O T A L	23	100.0	12,203	100.0

TABLE 48 REPORTING PAY GUARANTEES

MINIMUM GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	34.8	5,317	43.6
3.0 HOURS OF WORK OR PAY	1	4.3	110	.9
4.0 HOURS OF WORK OR PAY	11	47.8	6,189	50.7
8.0 HOURS OF WORK OR PAY	3	13.0	587	4.8
T O T A L	23	100.0	12,203	100.0

TABLE 49 CALL-BACK PAY GUARANTEES

MINIMUM GUARANTEE AND RATE OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	60.9	9,188	75.3
MINIMUM OF 2.0 HOURS AT TIME AND ONE-HALF	1	4.3	600	4.9
MINIMUM OF 3.0 HOURS AT TIME AND ONE-HALF	1	4.3	110	.9
MINIMUM OF 4.0 HOURS AT STRAIGHT TIME	3	13.0	470	3.9
MINIMUM OF 4.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	1	4.3	120	1.0
MINIMUM OF 3.0 HOURS AT APPLICABLE OVERTIME RATE	1	4.3	1,450	11.9
MINIMUM OF 4.0 HOURS AT APPLICABLE OVERTIME RATE	2	8.7	265	2.2
TOTAL	23	100.0	12,203	100.0

TABLE 50 WAGE OR EMPLOYMENT GUARANTEES

GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	82.6	9,181	75.2
WEEKLY WORK OR WAGE GUARANTEE	1	4.3	2,520	20.7
MONTHLY WORK OR WAGE GUARANTEE	1	4.3	155	1.3
WEEKLY GUARANTEE, LIMITED TO SPECIFIED NUMBER OF EMPL. OR OCCUPATIONAL GROUPS	1	4.3	135	1.1
OTHER	1	4.3	212	1.7
TOTAL	23	100.0	12,203	100.0

TABLE 51 PAY ON TEMPORARY TRANSFERS TO LOWER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	82.6	11,693	95.8
EMPLOYEE RETAINS HIS RATE FOR DURATION OF TRANSFER	4	17.4	510	4.2
TOTAL	23	100.0	12,203	100.0

TABLE 52 PAY ON TEMPORARY TRANSFERS TO HIGHER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	21.7	1,825	15.0
EMPLOYEE PAID HIGHER RATE ONLY AFTER A SPECIFIED PERIOD	14	60.9	6,804	55.8
EMPLOYEE PAID HIGHER RATE FROM START OF TRANSFER OR AFTER A PERIOD OF TIME	4	17.4	3,574	29.3
TOTAL	23	100.0	12,203	100.0

TABLE 53 PAID REST OR RELIEF PERIODS

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	8.7	230	1.9
2 PERIODS, 10 MINUTES EACH	3	13.0	915	7.5
2 PERIODS, 15 MINUTES EACH	15	65.2	10,668	87.4
2 PERIODS, DURATION NOT SPECIFIED	3	13.0	390	3.2
TOTAL	23	100.0	12,203	100.0

TABLE 54 PAID CLEAN-UP OR CLOTHES CHANGING TIME

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	95.7	10,661	87.4
1 PERIOD 5 MINUTES EACH	1	4.3	1,542	12.6
TOTAL	23	100.0	12,203	100.0

TABLE 55 NUMBER OF PAID HOLIDAYS

ANNUAL ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
9 FULL HOLIDAYS	1	4.3	2,520	20.7
10 FULL HOLIDAYS	11	47.8	2,334	19.1
10 FULL HOLIDAYS PLUS 2 HALF HOLIDAYS	1	4.3	160	1.3
11 FULL HOLIDAYS	7	30.4	5,474	44.9
12 FULL HOLIDAYS	3	13.0	1,715	14.1
TOTAL	23	100.0	12,203	100.0

TABLE 56 YEAR-END HOLIDAY PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	12,203	100.0
TOTAL	23	100.0	12,203	100.0

TABLE 57 SERVICE REQUIREMENTS FOR HOLIDAY PAY

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	78.3	9,899	81.1
4 WEEKS	1	4.3	236	1.9
5 WEEKS	1	4.3	161	1.3
1 MONTH	1	4.3	160	1.3
5 MONTHS	1	4.3	1,612	13.2
OTHER	1	4.3	135	1.1
TOTAL	23	100.0	12,203	100.0

TABLE 58 WORK REQUIREMENTS FOR HOLIDAY PAY

WORK REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	8.7	1,662	13.6
DAY BEFORE AND AFTER HOLIDAY	21	91.3	10,541	86.4
TOTAL	23	100.0	12,203	100.0

TABLE 59 LOSS OF HOLIDAY PAY - FAILURE TO REPORT FOR SCHEDULED WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	12,203	100.0
TOTAL	23	100.0	12,203	100.0

TABLE 60 PAY FOR HOLIDAYS FALLING ON SATURDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	91.3	11,478	94.1
ANOTHER DAY OFF WITH PAY	2	8.7	725	5.9
TOTAL	23	100.0	12,203	100.0

TABLE 61 PAY FOR HOLIDAYS FALLING ON SUNDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	34.8	4,837	39.6
FOLLOWING MONDAY OFF WITH PAY	12	52.2	6,486	53.2
ANOTHER DAY OFF WITH PAY	3	13.0	880	7.2
TOTAL	23	100.0	12,203	100.0

TABLE 62 COMPENSATION FOR HOLIDAYS FALLING WITHIN VACATION PERIOD

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	13.0	2,795	22.9
EXTRA DAYS VACATION WITH PAY	11	47.8	4,516	37.0
EXTRA DAYS VACATION WITH PAY OR EXTRA DAYS PAY	9	39.1	4,892	40.1
TOTAL	23	100.0	12,203	100.0

TABLE 63 COMPENSATION FOR HOLIDAYS FALLING ON SCHEDULED DAYS OFF

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	15	65.2	9,853	80.7
EXTRA DAY OFF WITH PAY	1	4.3	120	1.0
EXTRA DAYS PAY	1	4.3	160	1.3
EXTRA DAY OFF OR EXTRA DAYS PAY	6	26.1	2,070	17.0
TOTAL	23	100.0	12,203	100.0

TABLE 64 COMPENSATION FOR WORK ON PAID HOLIDAYS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	4.3	523	4.3
TIME AND ONE-HALF PLUS HOLIDAY PAY	7	30.4	1,482	12.1
DOUBLE TIME PLUS HOLIDAY PAY	13	56.5	8,628	70.7
DAY AND ONE-HALF OFF WITH PAY OR EXTRA DAY AND ONE-HALF PAY PLUS HOLIDAY PAY	1	4.3	1,450	11.9
VARIES WITH NUMBER OF HOURS WORKED OR FOR DIFFERENT HOLIDAYS	1	4.3	120	1.0
TOTAL	23	100.0	12,203	100.0

TABLE 65 LENGTH OF SERVICE FOR TWO WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	8.7	280	2.3
1 YEAR	21	91.3	11,923	97.7
TOTAL	23	100.0	12,203	100.0

TABLE 66 LENGTH OF SERVICE FOR THREE WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
1 YEAR	2	8.7	1,570	12.9
2 YEARS	2	8.7	700	5.7
3 YEARS	16	69.6	9,543	78.2
4 YEARS	1	4.3	110	.9
5 YEARS	2	8.7	280	2.3
TOTAL	23	100.0	12,203	100.0

TABLE 67 LENGTH OF SERVICE FOR FOUR WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
8 YEARS	20	87.0	11,818	96.8
9 YEARS	1	4.3	110	.9
10 YEARS	1	4.3	120	1.0
15 YEARS	1	4.3	155	1.3
TOTAL	23	100.0	12,203	100.0

TABLE 68 LENGTH OF SERVICE FOR FIVE WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	4.3	155	1.3
13 YEARS	13	56.5	6,723	55.1
14 YEARS	2	8.7	2,620	21.5
15 YEARS	2	8.7	265	2.2
17 YEARS	1	4.3	110	.9
18 YEARS	2	8.7	1,570	12.9
20 YEARS	2	8.7	760	6.2
TOTAL	23	100.0	12,203	100.0

*For Explanation see Number 7 in the Definition at page IX

TABLE 69 LENGTH OF SERVICE FOR SIX WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	17.4	3,005	24.6
18 YEARS	13	56.5	6,023	49.4
20 YEARS	3	13.0	2,785	22.8
23 YEARS	1	4.3	110	.9
25 YEARS	1	4.3	160	1.3
28 YEARS	1	4.3	120	1.0
TOTAL	23	100.0	12,203	100.0

TABLE 70 MAXIMUM PAID VACATION *

MAXIMUM VACATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FOUR WEEKS	1	4.3	155	1.3
FIVE WEEKS	2	8.7	2,050	16.8
SIX WEEKS	5	21.7	635	5.2
SEVEN WEEKS	15	65.2	9,363	76.7
TOTAL	23	100.0	12,203	100.0

TABLE 71 PAY IN LIEU OF VACATIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	12,203	100.0
TOTAL	23	100.0	12,203	100.0

TABLE 72 PAID SICK LEAVE (CASUAL ILLNESS) **

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	26.1	2,037	16.7
CASUAL ILLNESS LEAVE	16	69.6	8,716	71.4
COMBINATION CASUAL AND GENERAL ILLNESS LEAVE	1	4.3	1,450	11.9
TOTAL	23	100.0	12,203	100.0

*For Explanation see Number 7 in the Definition at page IX

**For Explanation see Number 8 in the Definition at page IX

TABLE 73 SERVICE REQUIREMENTS FOR PAID SICK LEAVE*

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	43.5	6,227	51.0
30 CALENDAR DAYS	3	13.0	2,095	17.2
20 WORKING DAYS	1	4.3	1,542	12.6
90 WORKING DAYS	2	8.7	265	2.2
3 MONTHS	7	30.4	2,074	17.0
TOTAL	23	100.0	12,203	100.0

TABLE 74 AMOUNT OF PAID SICK LEAVE *

AMOUNT OF LEAVE PER YEAR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	34.8	2,680	22.0
6 DAYS	5	21.7	2,739	22.4
10 DAYS	1	4.3	120	1.0
12 DAYS	2	8.7	265	2.2
VARIES WITH LENGTH OF SERVICE	4	17.4	4,390	36.0
OTHER	3	13.0	2,009	16.5
TOTAL	23	100.0	12,203	100.0

TABLE 75 MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE*

MAXIMUM ACCUMULATION ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	34.8	2,292	18.8
UNDER 60 DAYS	10	43.5	3,932	32.2
60 - 89 DAYS	1	4.3	1,450	11.9
NO LIMIT SPECIFIED	1	4.3	2,520	20.7
OTHER	3	13.0	2,009	16.5
TOTAL	23	100.0	12,203	100.0

*For Explanation see Number 8 in the Definition at page IX

TABLE 76 PAYMENT OF UNUSED SICK LEAVE ON TERMINATION OF EMPLOYMENT*

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	69.6	6,581	53.9
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT				
50.0 PER CENT	1	4.3	2,520	20.7
100.0 PER CENT	6	26.1	3,102	25.4
TOTAL	23	100.0	12,203	100.0

TABLE 77 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON TERMINATION*

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	69.6	6,581	53.9
15 DAYS	1	4.3	2,520	20.7
26 DAYS	1	4.3	523	4.3
28 DAYS	2	8.7	570	4.7
OTHER	3	13.0	2,009	16.5
TOTAL	23	100.0	12,203	100.0

TABLE 78 PAYMENT FOR UNUSED SICK LEAVE ON RETIREMENT *

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	56.5	4,217	34.6
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT				
50.0 PER CENT	1	4.3	2,520	20.7
100.0 PER CENT	9	39.1	5,466	44.8
TOTAL	23	100.0	12,203	100.0

TABLE 79 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON RETIREMENT*

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	56.5	4,217	34.6
15 DAYS	1	4.3	2,520	20.7
26 DAYS	3	13.0	1,345	11.0
28 DAYS	3	13.0	2,112	17.3
OTHER	3	13.0	2,009	16.5
TOTAL	23	100.0	12,203	100.0

*For Explanation see Number 8 in the Definition at page IX

TABLE 80 PAYMENT FOR UNUSED SICK LEAVE ON DEATH *

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	12,203	100.0
TOTAL	23	100.0	12,203	100.0

TABLE 81 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID FOR ON DEATH *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	12,203	100.0
TOTAL	23	100.0	12,203	100.0

TABLE 82 INJURY PAY PROVISIONS **

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	91.3	10,618	87.0
PROVISION EXISTS	2	8.7	1,585	13.0
TOTAL	23	100.0	12,203	100.0

TABLE 83 WORKERS COMPENSATION PAY SUPPLEMENTS

AMOUNT OF SUPPLEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	43.5	6,349	52.0
FULL DIFFERENCE BETWEEN REGULAR PAY AND COMPENSATION PAY	2	8.7	1,610	13.2
FULL DIFFERENCE FOR A PERIOD OF TIME AND PART OF DIFFERENCE THEREAFTER	8	34.8	3,818	31.3
FULL DIFFERENCE BETWEEN REGULAR AND COMPENSATION PAY TAKEN FROM SICK LEAVE	2	8.7	265	2.2
OTHER	1	4.3	161	1.3
TOTAL	23	100.0	12,203	100.0

*For Explanation see Number 8 in the Definition at page IX

**For Explanation see Number 9 in the Definition at page IX

TABLE 84 MAXIMUM PERIOD OF WORKERS COMPENSATION PAY SUPPLEMENTS

MAXIMUM PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	47.8	6,509	53.3
3 MONTHS	10	43.5	5,429	44.5
UNTIL UNUSED SICK LEAVE IS EXHAUSTED	2	8.7	265	2.2
TOTAL	23	100.0	12,203	100.0

TABLE 85 PAID JURY DUTY LEAVE

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	17.4	1,025	8.4
DIFFERENCE BETWEEN REGULAR PAY AND JURY FEES	19	82.6	11,178	91.6
TOTAL	23	100.0	12,203	100.0

TABLE 86 PAID BEREAVEMENT LEAVE

MAXIMUM NUMBER OF DAYS ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	4.3	110	.9
IMMEDIATE FAMILY ONLY				
3.0 DAYS	2	8.7	760	6.2
5.0 DAYS	4	17.4	997	8.2
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, LEAVE FOR CLOSE OR OTHER RELATIVES AT EMPLOYERS DISCRETION	1	4.3	135	1.1
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE RELATIVES AND 2.0 DAYS FOR ADD TRAVEL TIME	1	4.3	2,520	20.7
3.0 DAYS BASIC LEAVE WITH 2.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	1	4.3	1,450	11.9
3.0 DAYS BASIC LEAVE WITH ADDITIONAL DAYS IF TRAVEL INVOLVED, AT EMPLOYERS DISCRETION	1	4.3	120	1.0
NOT SPECIFIED	12	52.2	6,111	50.1
TOTAL	23	100.0	12,203	100.0

TABLE 87 SERVICE REQUIREMENTS FOR MATERNITY LEAVE

SERVICE REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	39.1	1,630	13.4
4 MONTHS	1	4.3	236	1.9
12 MONTHS	13	56.5	10,337	84.7
TOTAL	23	100.0	12,203	100.0

TABLE 88 LENGTH OF MATERNITY LEAVE

LENGTH OF LEAVE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	34.8	1,530	12.5
18 WEEKS	4	17.4	1,237	10.1
24 WEEKS	3	13.0	3,314	27.2
36 WEEKS	7	30.4	3,602	29.5
NOT SPECIFIED	1	4.3	2,520	20.7
TOTAL	23	100.0	12,203	100.0

TABLE 89 SENIORITY STATUS DURING MATERNITY LEAVE

SENIORITY STATUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	56.5	9,454	77.5
SENIORITY RETAINED UP TO TIME MATERNITY LEAVE BEGINS	9	39.1	2,649	21.7
SENIORITY ACCUMULATES DURING PART OF MATERNITY LEAVE	1	4.3	100	.8
TOTAL	23	100.0	12,203	100.0

TABLE 90 MATERNITY LEAVE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	34.8	1,510	12.4
MATERNITY LEAVE PLAN EXISTS	15	65.2	10,693	87.6
TOTAL	23	100.0	12,203	100.0

TABLE 91 LEAVE OF ABSENCE FOR FULL-TIME UNION DUTIES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	26.1	1,362	11.2
PROVISION EXISTS	17	73.9	10,841	88.8
TOTAL	23	100.0	12,203	100.0

TABLE 92 LEAVE OF ABSENCE FOR UNION FUNCTIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	17.4	550	4.5
PROVISION EXISTS	19	82.6	11,653	95.5
TOTAL	23	100.0	12,203	100.0

TABLE 93 PAID LEAVE OF ABSENCE FOR PERSONAL REASONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	56.5	5,095	41.8
PATERNITY	9	39.1	5,658	46.4
PATERNITY, MOVING AND FAMILY ILLNESS	1	4.3	1,450	11.9
TOTAL	23	100.0	12,203	100.0

TABLE 94 LEAVE OF ABSENCE FOR EDUCATIONAL PURPOSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	12,203	100.0
TOTAL	23	100.0	12,203	100.0

TABLE 95 GRIEVANCE AND ARBITRATION PAY PROVISIONS*

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	73.9	7,156	58.6
GRIEVANCE PAY ONLY	4	17.4	4,782	39.2
GRIEVANCE AND ARBITRATION PAY	2	8.7	265	2.2
TOTAL	23	100.0	12,203	100.0

*For Explanation see Number 10 in the Definition at page IX

TABLE 96 NEGOTIATION PAY PROVISIONS *

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	82.6	11,126	91.2
PROVISION EXISTS	4	17.4	1,077	8.8
TOTAL	23	100.0	12,203	100.0

TABLE 97 DANGEROUS WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	12,203	100.0
TOTAL	23	100.0	12,203	100.0

TABLE 98 LABOUR MANAGEMENT SAFETY COMMITTEES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	60.9	4,809	39.4
PROVISION EXISTS	9	39.1	7,394	60.6
TOTAL	23	100.0	12,203	100.0

TABLE 99 SAFETY COMMITTEE PAY PROVISIONS

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	87.0	10,488	85.9
PROVISION EXISTS	3	13.0	1,715	14.1
TOTAL	23	100.0	12,203	100.0

TABLE 100 LABOUR-MANAGEMENT COMMITTEE

COMMITTEE PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	43.5	5,607	45.9
PROVISION FOR COMMITTEE WITH ONLY GENERAL STATEMENT OF ITS PURPOSE	10	43.5	5,949	48.8
PROVISION FOR COMMITTEE BUT RESTRICTED TO DISCUSSING A SPECIFIC LIST OF ITEMS	3	13.0	647	5.3
TOTAL	23	100.0	12,203	100.0

*For Explanation see Number 11 in the Definition at page IX

TABLE 101 ALLOWANCES FOR SAFETY SHOES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	91.3	11,938	97.8
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF SAFETY SHOES	2	8.7	265	2.2
TOTAL	23	100.0	12,203	100.0

TABLE 102 ALLOWANCES FOR SAFETY GLASSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	91.3	11,938	97.8
SAFETY GLASSES SUPPLIED AT NO COST TO EMPLOYEE	2	8.7	265	2.2
TOTAL	23	100.0	12,203	100.0

TABLE 103 SUPPLY OF OR ALLOWANCES FOR WORK CLOTHING OR UNIFORMS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	30.4	2,327	19.1
SUPPLIED AT NO COST TO EMPLOYEES	14	60.9	9,151	75.0
EMPLOYER MAKES A MONETARY ALLOWANCE	1	4.3	600	4.9
INITIAL WORK CLOTHING SUPPLIED AT SOME COST, REPLACEMENTS AT NO COST	1	4.3	125	1.0
TOTAL	23	100.0	12,203	100.0

TABLE 104 MAINTENANCE OF WORK CLOTHING

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	47.8	5,872	48.1
MAINTAINED AT NO COST TO EMPLOYEES	12	52.2	6,331	51.9
TOTAL	23	100.0	12,203	100.0

TABLE 105 ALLOWANCE FOR TOOLS

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	73.9	8,981	73.6
TOOLS SUPPLIED AT NO COST TO EMPLOYEE	1	4.3	500	4.1
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF TOOLS	2	8.7	760	6.2
INSURANCE PROVIDED FOR EMPLOYEES TOOLS	3	13.0	1,962	16.1
TOTAL	23	100.0	12,203	100.0

TABLE 106 MEAL, LODGING AND PER DIEM ALLOWANCES ON TRAVEL STATUS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	87.0	9,828	80.5
MEAL AND LODGING ALLOWANCE, OR MEAL AND LODGING SUPPLIED	1	4.3	800	6.6
MEAL AND LODGING ALLOWANCE OR SUPPLIED PLUS PER DIEM ALLOWANCE	1	4.3	125	1.0
PER DIEM ALLOWANCE PROVIDED BUT ITEMS COVERED NOT SPECIFIED OR DETERMINED	1	4.3	1,450	11.9
TOTAL	23	100.0	12,203	100.0

TABLE 107 TRAVEL TIME PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	52.2	4,487	36.8
PORTAL TO PORTAL PAY	1	4.3	322	2.6
PAY FOR TRAVEL TIME DIRECTLY RELATED TO THE JOB	9	39.1	7,074	58.0
PORTAL TO PORTAL PAY AND PAY FOR TRAVEL TIME DEIRECTLY RELATED TO THE JOB	1	4.3	320	2.6
TOTAL	23	100.0	12,203	100.0

TABLE 108 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	78.3	9,444	77.4
CENTS PER KILOMETER				
16.6 CENTS	4	17.4	2,259	18.5
17.4 CENTS	1	4.3	500	4.1
TOTAL	23	100.0	12,203	100.0

TABLE 109 APPRENTICESHIP TRAINING PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	87.0	10,195	83.5
PROVISION EXISTS	3	13.0	2,008	16.5
TOTAL	23	100.0	12,203	100.0

TABLE 110 APPRENTICESHIP TO JOURNEYMEN RATIO

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	12,203	100.0
TOTAL	23	100.0	12,203	100.0

TABLE 111 ON-THE-JOB TRAINING PROVISIONS*

PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	52.2	5,749	47.1
TRAINING FOR BARGAINING UNIT EMPLOYEES	11	47.8	6,454	52.9
TOTAL	23	100.0	12,203	100.0

TABLE 112 SEVERANCE PAY & LAY-OFF BENEFIT PLANS (OTHER THAN SUB)**

PLAN	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	39.1	1,422	11.7
SEVERANCE PAY PLAN	14	60.9	10,781	88.3
TOTAL	23	100.0	12,203	100.0

TABLE 113 SUPPLEMENTAL UNEMPLOYMENT BENEFIT (S.U.B.) PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	91.3	11,938	97.8
PROVISION EXISTS	2	8.7	265	2.2
TOTAL	23	100.0	12,203	100.0

*For Explanation see Number 12 in the Definition at page IX

**For Explanation see Number 13 in the Definition at page X

TABLE 114 RESTRICTIONS ON MOONLIGHTING

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	87.0	8,861	72.6
PROVISION EXISTS	3	13.0	3,342	27.4
TOTAL	23	100.0	12,203	100.0

TABLE 115 RESTRICTIONS ON WORK BY NON-BARGAINING UNIT EMPLOYEES

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	39.1	5,627	46.1
PROVISION EXISTS	14	60.9	6,576	53.9
TOTAL	23	100.0	12,203	100.0

TABLE 116 RESTRICTIONS ON CONTRACTING OUT

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	73.9	7,807	64.0
PROVISION EXISTS	6	26.1	4,396	36.0
TOTAL	23	100.0	12,203	100.0

TABLE 117 TECHNOLOGICAL CHANGE - ADVANCE NOTICE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	60.9	4,827	39.6
2 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	1	4.3	2,520	20.7
3 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	8	34.8	4,856	39.8
TOTAL	23	100.0	12,203	100.0

TABLE 118 TECHNOLOGICAL CHANGE - CONSULTATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	12,203	100.0
TOTAL	23	100.0	12,203	100.0

TABLE 119 TECHNOLOGICAL CHANGE - TRAINING BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	15	65.2	5,039	41.3
PROVISION EXISTS	8	34.8	7,164	58.7
TOTAL	23	100.0	12,203	100.0

TABLE 120 TECHNOLOGICAL CHANGE - ATTRITION ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	12,203	100.0
TOTAL	23	100.0	12,203	100.0

TABLE 121 TECHNOLOGICAL CHANGE - INCOME PROTECTION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	95.7	11,967	98.1
PROVISION EXISTS	1	4.3	236	1.9
TOTAL	23	100.0	12,203	100.0

TABLE 122 TECHNOLOGICAL CHANGE - JOINT AUTOMATION COMMITTEE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	12,203	100.0
TOTAL	23	100.0	12,203	100.0

TABLE 123 TECHNOLOGICAL CHANGE - RELOCATION ALLOWANCES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	95.7	9,683	79.3
PROVISION EXISTS	1	4.3	2,520	20.7
TOTAL	23	100.0	12,203	100.0

TABLE 124 TECHNOLOGICAL CHANGE - TRANSFER ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	87.0	10,143	83.1
PROVISION EXISTS	3	13.0	2,060	16.9
TOTAL	23	100.0	12,203	100.0

TABLE 125 TECHNOLOGICAL CHANGE - ADVANCE NOTICE OF LAY-OFF

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	12,203	100.0
TOTAL	23	100.0	12,203	100.0

TABLE 126 TECHNOLOGICAL CHANGE - SEVERANCE PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	15	65.2	5,039	41.3
PROVISION EXISTS	8	34.8	7,164	58.7
TOTAL	23	100.0	12,203	100.0

TABLE 127 TECHNOLOGICAL CHANGE - ARBITRATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	12,203	100.0
TOTAL	23	100.0	12,203	100.0

TABLE 128 ADVANCE NOTICE OF PLANT CLOSING OR RELOCATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	12,203	100.0
TOTAL	23	100.0	12,203	100.0

TABLE 129 JOB EVALUATION AND UNION PARTICIPATION IN CLASSIFICATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	82.6	7,968	65.3
JOINT UNION-MANAGEMENT PARTICIPATION IN JOB CLASSIFICATION ON AD HOC BASIS	4	17.4	4,235	34.7
TOTAL	23	100.0	12,203	100.0

TABLE 130 GRIEVANCE OF JOB CLASSIFICATION OR RE-CLASSIFICATION

GRIEVANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	95.7	10,753	88.1
PROVISION EXISTS	1	4.3	1,450	11.9
TOTAL	23	100.0	12,203	100.0

TABLE 131 EQUAL PAY FOR WORK OF EQUAL VALUE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	15	65.2	7,439	61.0
PROVISION FOR EQUAL PAY FOR EQUAL WORK	8	34.8	4,764	39.0
TOTAL	23	100.0	12,203	100.0

TABLE 132 FREQUENCY OF COST-OF-LIVING ADJUSTMENTS

FREQUENCY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	91.3	11,938	97.8
AUTOMATIC ANNUAL ADJUSTMENTS	2	8.7	265	2.2
TOTAL	23	100.0	12,203	100.0

TABLE 133 AMOUNT OF COST-OF-LIVING ADJUSTMENTS

AMOUNT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	91.3	11,938	97.8
1 CENTS PER HOUR ADJUSTMENT FOR .3 POINT CHANGE IN THE C.P.I.	2	8.7	265	2.2
TOTAL	23	100.0	12,203	100.0

TABLE 134 ATTENDANCE OR CONTINUOUS SERVICE BONUS

BONUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	95.7	10,753	88.1
CONTINUOUS SERVICE BONUS ONLY	1	4.3	1,450	11.9
TOTAL	23	100.0	12,203	100.0

TABLE 135 EMPLOYER CONTRIBUTION TO BASIC MEDICAL & HOSPITAL PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	13.0	1,070	8.8
50.0 PER CENT	4	17.4	2,330	19.1
65.0 PER CENT	1	4.3	120	1.0
100.0 PER CENT	11	47.8	5,731	47.0
NOT SPECIFIED	4	17.4	2,952	24.2
TOTAL	23	100.0	12,203	100.0

TABLE 136 SPECIALIZED INSURANCE BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	4.3	110	.9
PRESCRIPTION DRUG PLAN ONLY	1	4.3	125	1.0
DENTAL CARE PLAN ONLY	12	52.2	6,502	53.3
DENTAL CARE PLAN AND VISION CARE PLAN	5	21.7	4,249	34.8
COMBINATION OF THREE PLANS	4	17.4	1,217	10.0
TOTAL	23	100.0	12,203	100.0

TABLE 137 MAJOR MEDICAL OR COMPREHENSIVE BENEFIT PLANS*

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	78.3	9,701	79.5
PROVISION EXISTS	5	21.7	2,502	20.5
TOTAL	23	100.0	12,203	100.0

*For Explanation see Number 14 in the Definition at page X

TABLE 138 EMPLOYER CONTRIBUTIONS TO LIFE INSURANCE PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	13.0	1,030	8.4
50.0 PER CENT	3	13.0	1,765	14.5
100.0 PER CENT	12	52.2	6,136	50.3
NOT SPECIFIED	5	21.7	3,272	26.8
TOTAL	23	100.0	12,203	100.0

TABLE 139 AMOUNT OF BENEFITS PROVIDED IN LIFE INSURANCE PLANS

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	13.0	1,030	8.4
31,000 DOLLARS	2	8.7	265	2.2
VARIES WITH INCOME OR JOB CLASSIFICATION	2	8.7	1,575	12.9
VARIES BY SEX, MARITAL OR DEPENDENT STATUS	1	4.3	100	.8
NOT SPECIFIED	15	65.2	9,233	75.7
TOTAL	23	100.0	12,203	100.0

TABLE 140 EMPLOYER CONTRIBUTIONS TO A. D. & D. INSURANCE

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	82.6	9,888	81.0
50.0 PER CENT	1	4.3	1,450	11.9
100.0 PER CENT	3	13.0	865	7.1
TOTAL	23	100.0	12,203	100.0

TABLE 141 AMOUNT OF BENEFITS PROVIDED IN A. D. & D. INSURANCE

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	82.6	9,888	81.0
31,000 DOLLARS	2	8.7	265	2.2
VARIES WITH INCOME OR JOB CLASSIFICATION	1	4.3	1,450	11.9
NOT SPECIFIED	1	4.3	600	4.9
TOTAL	23	100.0	12,203	100.0

TABLE 142 EMPLOYER CONTRIB. TO WEEKLY SICKNESS & ACCIDENT INDEMNITY

AMOUNT OF PREMIUM CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	34.8	5,492	45.0
50.0 PER CENT	1	4.3	155	1.3
100.0 PER CENT	11	47.8	4,244	34.8
FLAT SUM PAYMENT	1	4.3	1,612	13.2
NOT SPECIFIED	2	8.7	700	5.7
TOTAL	23	100.0	12,203	100.0

TABLE 143 AMOUNT OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	34.8	5,492	45.0
EXPRESSED AS PERCENT OF WAGES	10	43.5	4,149	34.0
VARIES WITH INCOME OR JOB CLASSIFICATION	1	4.3	155	1.3
VARIES WITH SEX OR WITH SEX AND INCOME	1	4.3	600	4.9
NOT SPECIFIED	3	13.0	1,807	14.8
TOTAL	23	100.0	12,203	100.0

TABLE 144 MAXIMUM DURATION OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

MAXIMUM DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	34.8	5,492	45.0
13 WEEKS	1	4.3	1,612	13.2
16 WEEKS	1	4.3	125	1.0
26 WEEKS	2	8.7	655	5.4
VARIES WITH LENGTH OF SERVICE	1	4.3	600	4.9
NOT SPECIFIED	10	43.5	3,719	30.5
TOTAL	23	100.0	12,203	100.0

TABLE 145 LONG TERM DISABILITY BENEFIT PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	30.4	4,007	32.8
PROVISION EXISTS	16	69.6	8,196	67.2
TOTAL	23	100.0	12,203	100.0

TABLE 146 EMPLOYER CONTRIBUTIONS TO NON-SPECIFIED EMPLOYEE BENEFITS

PERCENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	87.0	11,385	93.3
50.0 PER CENT	1	4.3	160	1.3
100.0 PER CENT	1	4.3	523	4.3
NOT SPECIFIED	1	4.3	135	1.1
TOTAL	23	100.0	12,203	100.0

TABLE 147 PENSION PLANS

FINANCING ARRANGEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	21.7	4,325	35.4
NON-CONTRIBUTORY	5	21.7	1,346	11.0
CONTRIBUTORY	7	30.4	1,720	14.1
NOT SPECIFIED	6	26.1	4,812	39.4
TOTAL	23	100.0	12,203	100.0

SECTION VII

SERVICE

(Includes hospitals, hotels/motels, restaurants, schools (excluding teachers), laundries, labour organizations, motion picture theatres, etc.)

TABLE 1 EXPIRY DATES OF SELECTED AGREEMENTS

YEAR AND MONTH OF EXPIRATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
1987	36	43.9	32,758	56.4
MARCH	5	6.1	6,052	10.4
JUNE	6	7.3	1,413	2.4
AUGUST	3	3.7	1,040	1.8
SEPTEMBER	1	1.2	350	.6
DECEMBER	21	25.6	23,903	41.2
1988	42	51.2	24,551	42.3
FEBRUARY	1	1.2	232	.4
MARCH	28	34.1	20,326	35.0
JUNE	6	7.3	1,503	2.6
AUGUST	3	3.7	1,750	3.0
OCTOBER	1	1.2	145	.2
NOVEMBER	1	1.2	150	.3
DECEMBER	2	2.4	445	.8
1989	4	4.9	770	1.3
MARCH	2	2.4	450	.8
AUGUST	2	2.4	320	.6
TOTAL	82	100.0	58,079	100.0

TABLE 2 DISTRIBUTION BY ECONOMIC REGION AND CENSUS DIVISION*

ECONOMIC REGION AND CENSUS DIVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
MEDICINE HAT	2	2.4	220	.4
CENSUS DIVISION NO. 1	2	2.4	220	.4
LETHBRIDGE	2	2.4	400	.7
CENSUS DIVISION NO. 2	1	1.2	250	.4
MULTIPLE CENSUS DIVISIONS	1	1.2	150	.3
CALGARY / DRUMHELLER	23	28.0	12,440	21.4
CENSUS DIVISION NO. 6	23	28.0	12,440	21.4
THE PARKS	2	2.4	540	.9
CENSUS DIVISION NO. 9	1	1.2	350	.6
CENSUS DIVISION NO. 14	1	1.2	190	.3
RED DEER / WAINWRIGHT	3	3.7	707	1.2
CENSUS DIVISION NO. 8	3	3.7	707	1.2
EDMONTON / LLOYDMIN.	33	40.2	18,874	32.5
CENSUS DIVISION NO. 10	1	1.2	123	.2
CENSUS DIVISION NO. 11	32	39.0	18,751	32.3
PEACE RIVER	2	2.4	284	.5
CENSUS DIVISION NO. 15	2	2.4	284	.5
ATHABASCA	3	3.7	476	.8
CENSUS DIVISION NO. 12	2	2.4	370	.6
CENSUS DIVISION NO. 13	1	1.2	106	.2
INTER-REGIONAL	5	6.1	1,080	1.9
PROVINCE WIDE	7	8.5	23,058	39.7
TOTAL	82	100.0	58,079	100.0

*For Explanation see Number 1 in the Definition at page VIII

TABLE 3 DISTRIBUTION BY ECONOMIC REGION AND URBAN CENTRE *

ECONOMIC REGION AND URBAN CENTRE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
MEDICINE HAT	2	2.4	220	.4
MEDICINE HAT	2	2.4	220	.4
LETHBRIDGE	2	2.4	400	.7
LETHBRIDGE	1	1.2	250	.4
REMAINDER	1	1.2	150	.3
CALGARY / DRUMHELLER	23	28.0	12,440	21.4
CALGARY	20	24.4	11,910	20.5
REMAINDER	3	3.7	530	.9
THE PARKS	2	2.4	540	.9
REMAINDER	2	2.4	540	.9
RED DEER / WAINWRIGHT	3	3.7	707	1.2
RED DEER	1	1.2	380	.7
REMAINDER	2	2.4	327	.6
EDMONTON / LLOYDMIN.	33	40.2	18,874	32.5
EDMONTON	31	37.8	18,571	32.0
ST ALBERT	1	1.2	180	.3
REMAINDER	1	1.2	123	.2
PEACE RIVER	2	2.4	284	.5
REMAINDER	2	2.4	284	.5
ATHABASCA	3	3.7	476	.8
FORT MCMURRAY	2	2.4	370	.6
REMAINDER	1	1.2	106	.2
TWO OR MORE REGIONS	5	6.1	1,080	1.9
PROVINCE WIDE	7	8.5	23,058	39.7
TOTAL	82	100.0	58,079	100.0

TABLE 4 UNIONS REPRESENTING EMPLOYEES COVERED BY AGREEMENTS

UNION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
A. U. P. E.	20	24.4	9,494	16.3
AARNA	3	3.7	5,920	10.2
C. U. P. E.	20	24.4	9,938	17.1
EMPLOYEES ASSOCIATION	19	23.2	13,899	23.9
HEALTH SCIENCE ASSOCIATION	9	11.0	6,084	10.5
HOTEL & RESTAURANT EMPL	1	1.2	200	.3
MULTI-UNION	1	1.2	150	.3
RAILWAY WORKERS	2	2.4	582	1.0
TEAMSTERS	1	1.2	145	.2
UNITED NURSES OF ALBERTA	6	7.3	11,667	20.1
TOTAL	82	100.0	58,079	100.0

*For Explanation see Number 2 in the Definition at page VIII

TABLE 5 DURATION

DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
LESS THAN ONE YEAR	4	4.9	907	1.6
ONE YEAR	13	15.9	6,576	11.3
BETWEEN ONE AND TWO YEARS	28	34.1	16,212	27.9
TWO YEARS	32	39.0	33,332	57.4
BETWEEN TWO AND THREE YEARS	3	3.7	600	1.0
THREE YEARS	2	2.4	452	.8
TOTAL	82	100.0	58,079	100.0

TABLE 6 SIZE OF BARGAINING UNITS COVERED

SIZE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
100 - 199 EMPLOYEES	28	34.1	4,075	7.0
200 - 499 EMPLOYEES	33	40.2	9,901	17.0
500 - 999 EMPLOYEES	6	7.3	4,214	7.3
1,000 OR MORE EMPLOYEES	15	18.3	39,889	68.7
TOTAL	82	100.0	58,079	100.0

TABLE 7 TYPE OF BARGAINING UNIT COVERED *

TYPE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NON-OFFICE EMPLOYEES	24	29.3	6,910	11.9
OFFICE EMPLOYEES	3	3.7	3,156	5.4
PROFESSIONAL EMPLOYEES	15	18.3	22,333	38.5
NON-OFFICE AND OFFICE EMPLOYEES	28	34.1	17,437	30.0
NON-OFFICE AND PROFESSIONAL EMPLOYEES	3	3.7	780	1.3
OFFICE AND PROFESSIONAL EMPLOYEES	3	3.7	717	1.2
NON-OFFICE, OFFICE AND PROFESSIONAL EMPLOYEES	6	7.3	6,746	11.6
TOTAL	82	100.0	58,079	100.0

*For Explanation see Number 3 in the Definition at page VIII

TABLE 8 NON-DISCRIMINATION PROVISIONS

NON-DISCRIMINATION PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	15	18.3	6,163	10.6
UNION MEMBERSHIP	14	17.1	7,808	13.4
RACE, RELIGION, UNION MEMBERSHIP, SEX, AGE	1	1.2	100	.2
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP, SEX	1	1.2	180	.3
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP, SEX, AGE	2	2.4	7,113	12.2
RACE, RELIGION, NATIONALITY, SEX, AGE	3	3.7	972	1.7
RACE, RELIGION, UNION MEMBERSHIP, AGE, MARITAL STATUS	1	1.2	350	.6
RACE, RELIGION, UNION MEMBERSHIP, AGE, SEX, MARITAL STATUS	1	1.2	189	.3
RACE, RELIGION, NATIONALITY, SEX, AGE, MARITAL STATUS	1	1.2	103	.2
RACE, RELIGION, NATIONALITY, SEX, AGE, UNION MEMBERSHIP, MARITAL STATUS	26	31.7	24,728	42.6
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP, SEX, MARITAL STATUS	3	3.7	1,373	2.4
COMBINATION OF ANY PREJUDICES, INCLUDING SEXUAL PREFERANCE	12	14.6	8,535	14.7
DISCRIMINATION PROHIBITED BUT TYPES OF DISCRIMINATION NOT SPECIFIED	2	2.4	465	.8
TOTAL	82	100.0	58,079	100.0

TABLE 9 MANAGEMENTS RIGHTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	3.7	550	.9
GENERAL STATEMENT OF MANAGEMENT RIGHTS	13	15.9	4,593	7.9
ENUMERATED LIST OF MANAGEMENT RIGHTS	3	3.7	2,776	4.8
GENERAL STATEMENT OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	34	41.5	27,075	46.6
ENUMERATED LIST OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	29	35.4	23,085	39.7
TOTAL	82	100.0	58,079	100.0

TABLE 10 UNION MEMBERSHIP REQUIREMENTS*

MEMBERSHIP REQUIREMENTS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	43	52.4	33,698	58.0
UNION SHOP	11	13.4	2,044	3.5
MODIFIED UNION SHOP	8	9.8	3,914	6.7
MAINTENANCE OF MEMBERSHIP	14	17.1	11,334	19.5
MUST BECOME MEMBER OR PAY EQUIVALENT DUES	6	7.3	7,089	12.2
TOTAL	82	100.0	58,079	100.0

TABLE 11 CHECK-OFF PAYMENTS

TYPE OF PAYMENT CHECK-OFF	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	2.4	480	.8
DUES CHECK-OFF ONLY	64	78.0	53,815	92.7
DUES AND INITIATION FEES	5	6.1	1,549	2.7
DUES AND ASSESSMENTS	5	6.1	1,050	1.8
DUES, INITIATION FEES AND ASSESSMENTS	6	7.3	1,185	2.0
TOTAL	82	100.0	58,079	100.0

TABLE 12 UNION DUES CHECK-OFF

CHECK-OFF PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	2.4	480	.8
COMPULSORY FOR ALL EMPLOYEES COVERED BY THE AGREEMENT	78	95.1	57,154	98.4
VOLUNTARY FOR ALL EMPLOYEES COVERED BY THE AGREEMENT	1	1.2	265	.5
UNION DUES CHECK-OFF BUT NOT SPECIFIED WHETHER COMPULSORY OR VOLUNTARY	1	1.2	180	.3
TOTAL	82	100.0	58,079	100.0

*For Explanation see Number 4 in the Definition at page VIII

TABLE 13 PROBATIONARY PERIOD FOR NEWLY-HIRED EMPLOYEES

PROBATIONARY PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	1.2	300	.5
60 CALENDAR DAYS	1	1.2	232	.4
90 CALENDAR DAYS	1	1.2	100	.2
42 WORKING DAYS/SHIFTS	1	1.2	4,038	7.0
45 WORKING DAYS/SHIFTS	1	1.2	200	.3
60 WORKING DAYS/SHIFTS	13	15.9	6,032	10.4
65 WORKING DAYS/SHIFTS	17	20.7	24,046	41.4
80 WORKING DAYS/SHIFTS	1	1.2	380	.7
130 WORKING DAYS/SHIFTS	1	1.2	180	.3
2 MONTHS	1	1.2	150	.3
3 MONTHS	7	8.5	2,428	4.2
5 MONTHS	1	1.2	335	.6
6 MONTHS	18	22.0	11,951	20.6
9 MONTHS	1	1.2	100	.2
VARIES BY OCCUPATION OR CLASSIFICATION	7	8.5	2,356	4.1
DEPENDS ON RELATED EXPERIENCE OR QUALIFICATIONS	2	2.4	2,378	4.1
NOT SPECIFIED	1	1.2	1,136	2.0
OTHER	7	8.5	1,737	3.0
TOTAL	82	100.0	58,079	100.0

TABLE 14 TYPE OF SENIORITY UNIT FOR LAYOFFS, PROMOTIONS, TRANSFERS

SENIORITY UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	20.7	4,354	7.5
COMPANY	35	42.7	31,914	54.9
PLANT	3	3.7	2,698	4.6
DEPARTMENT	8	9.8	7,714	13.3
JOB OR OCCUPATIONAL CLASSIFICATION	8	9.8	2,275	3.9
COMBINATION OF DEPARTMENT AND JOB OR OCCUPATIONAL CLASSIFICATION	1	1.2	1,713	2.9
PLANT, DEPARTMENT AND JOB OR OCCUPATIONAL CLASSIFICATION	1	1.2	147	.3
NOT SPECIFIED	9	11.0	7,264	12.5
TOTAL	82	100.0	58,079	100.0

TABLE 15 RETENTION OF SENIORITY OR RECALL RIGHTS DURING LAY-OFF

RETENTION PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	29.3	12,525	21.6
1 MONTH	1	1.2	145	.2
6 MONTHS	13	15.9	11,776	20.3
12 MONTHS	39	47.6	31,975	55.1
24 MONTHS	1	1.2	189	.3
NO REFERENCE TO DURATION OF SENIORITY OR RECALL RIGHTS	3	3.7	1,322	2.3
OTHER	1	1.2	147	.3
TOTAL	82	100.0	58,079	100.0

TABLE 16 ADVANCE NOTICE OF LAY-OFF

LENGTH OF NOTICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	22.0	6,367	11.0
48 HOURS	1	1.2	232	.4
14 CALENDAR DAYS	27	32.9	32,248	55.5
15 CALENDAR DAYS	1	1.2	150	.3
20 CALENDAR DAYS	1	1.2	189	.3
21 CALENDAR DAYS	3	3.7	1,902	3.3
28 CALENDAR DAYS	1	1.2	245	.4
30 CALENDAR DAYS	1	1.2	195	.3
10 WORKING DAYS/SHIFTS	12	14.6	5,540	9.5
20 WORKING DAYS/SHIFTS	3	3.7	468	.8
2 WEEKS	6	7.3	5,037	8.7
3 WEEKS	1	1.2	420	.7
4 WEEKS	1	1.2	285	.5
12 WEEKS	1	1.2	106	.2
VARIES WITH LENGTH OF SERVICE	3	3.7	4,215	7.3
NOT SPECIFIED	1	1.2	350	.6
OTHER	1	1.2	130	.2
TOTAL	82	100.0	58,079	100.0

TABLE 17 PAY IN LIEU OF NOTICE OF LAY-OFF

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	32	39.0	26,111	45.0
10 DAYS PAY	12	14.6	5,560	9.6
14 DAYS PAY	16	19.5	11,405	19.6
15 DAYS PAY	1	1.2	150	.3
20 DAYS PAY	2	2.4	434	.7
21 DAYS PAY	2	2.4	1,002	1.7
TWO WEEKS PAY	11	13.4	12,061	20.8
THREE WEEKS PAY	1	1.2	420	.7
VARIES WITH LENGTH OF SERVICE	3	3.7	521	.9
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.2	130	.2
OTHER	1	1.2	285	.5
TOTAL	82	100.0	58,079	100.0

TABLE 18 ADVANCE NOTICE OF TERMINATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	45	54.9	34,071	58.7
PROVISION EXISTS FOR ADVANCE NOTICE ONLY	11	13.4	12,119	20.9
PROVISION EXISTS FOR ADVANCE NOTICE OR PAY IN LIEU OF NOTICE	26	31.7	11,889	20.5
TOTAL	82	100.0	58,079	100.0

TABLE 19 JOB POSTING

POSTING PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	13.4	10,982	18.9
5 CALENDAR DAYS	12	14.6	6,495	11.2
6 CALENDAR DAYS	2	2.4	599	1.0
7 CALENDAR DAYS	10	12.2	4,087	7.0
8 CALENDAR DAYS	15	18.3	15,439	26.6
10 CALENDAR DAYS	6	7.3	11,972	20.6
14 CALENDAR DAYS	2	2.4	440	.8
3 WORKING DAYS/SHIFTS	2	2.4	249	.4
5 WORKING DAYS/SHIFTS	16	19.5	6,867	11.8
7 WORKING DAYS/SHIFTS	2	2.4	350	.6
1 WEEKS	1	1.2	220	.4
NOT SPECIFIED	3	3.7	379	.7
TOTAL	82	100.0	58,079	100.0

TABLE 20 ROLE OF SENIORITY IN PROMOTIONS

SENIORITY IN PROMOTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	13.4	6,286	10.8
PRIMARY FACTOR	8	9.8	2,181	3.8
SECONDARY FACTOR	45	54.9	36,749	63.3
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	18	22.0	12,863	22.1
TOTAL	82	100.0	58,079	100.0

TABLE 21 ROLE OF SENIORITY IN TRANSFERS

SENIORITY IN TRANSFERS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	30.5	9,687	16.7
SOLE FACTOR	3	3.7	493	.8
PRIMARY FACTOR	4	4.9	683	1.2
SECONDARY FACTOR	33	40.2	34,593	59.6
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	17	20.7	12,623	21.7
TOTAL	82	100.0	58,079	100.0

TABLE 22 ROLE OF SENIORITY IN LAY-OFFS

SENIORITY IN LAY-OFFS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	17.1	6,082	10.5
SOLE FACTOR	23	28.0	17,577	30.3
PRIMARY FACTOR	26	31.7	26,150	45.0
SECONDARY FACTOR	17	20.7	8,000	13.8
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	2	2.4	270	.5
TOTAL	82	100.0	58,079	100.0

TABLE 23 EMPLOYEE GRIEVANCE - INITIAL PRESENTATION

GRIEVANCE PRESENTED BY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
EMPLOYEE ONLY	23	28.0	21,922	37.7
UNION REPRESENTATIVE ONLY	2	2.4	206	.4
EMPLOYEES WITH OR WITHOUT UNION REPRESENTATIVE	53	64.6	34,444	59.3
EMPLOYEE OR UNION REPRESENTATIVE	3	3.7	649	1.1
CHOICE BETWEEN SEVERAL PROCEDURES	1	1.2	858	1.5
TOTAL	82	100.0	58,079	100.0

TABLE 24 SPECIAL GRIEVANCE PROCEDURE - DISCIPLINE & DISMISSAL CASES

SPECIAL PROCEDURE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	37	45.1	32,042	55.2
NUMBER OF STEPS IN THE GRIEVANCE PROCEDURE IS REDUCED	37	45.1	23,257	40.0
DURATION OF DELAYS BETWEEN STEPS IS REDUCED	5	6.1	1,868	3.2
NUMBER OF STEPS AND DURATION OF DELAYS BETWEEN STEPS IS REDUCED	2	2.4	662	1.1
OTHER	1	1.2	250	.4
TOTAL	82	100.0	58,079	100.0

TABLE 25 GRIEVANCE ARBITRATION - NUMBER OF ARBITRATORS

NUMBER OF ARBITRATORS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	7.3	3,753	6.5
SPECIFIC PROVISION FOR SINGLE ARBITRATOR	13	15.9	3,875	6.7
SPECIFIC PROVISION FOR PANEL/BOARD OF ARBITRATORS	29	35.4	18,089	31.1
PROVISION FOR SINGLE ARBITRATOR OR BOARD OF ARBITRATORS	34	41.5	32,362	55.7
TOTAL	82	100.0	58,079	100.0

TABLE 26 SCHEDULED WORK-WEEK (NUMBER OF DAYS)

DAYS PER WEEK	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	3.7	827	1.4
FIVE DAYS A WEEK	74	90.2	51,567	88.8
WORK DAYS VARY FOR DIFFERENT GROUPS OF EMPLOYEES	2	2.4	5,174	8.9
WORK DAYS VARY FOR DIFFERENT SEASONS OR OTHER PERIODS	2	2.4	360	.6
WORK DAYS NOT SPECIFIED OR CANNOT BE DETERMINED	1	1.2	151	.3
TOTAL	82	100.0	58,079	100.0

TABLE 27 STANDARD DAILY HOURS*

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	2.4	527	.9
6-3/4 HOURS	2	2.4	434	.7
7 HOURS	6	7.3	1,469	2.5
7-1/4 HOURS	1	1.2	250	.4
7-1/2 HOURS	8	9.8	1,986	3.4
7-3/4 HOURS	30	36.6	30,485	52.5
8 HOURS	10	12.2	3,055	5.3
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	21	25.6	18,853	32.5
VARIES FOR DIFFERENT SEASONS	2	2.4	1,020	1.8
TOTAL	82	100.0	58,079	100.0

*For Explanation see Number 5 in the Definition at page IX

TABLE 28 STANDARD OR AVERAGE WEEKLY HOURS

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	1.2	177	.3
33-3/4 HOURS	2	2.4	434	.7
35 HOURS	8	9.8	1,929	3.3
36-1/4 HOURS	1	1.2	250	.4
37-1/2 HOURS	7	8.5	1,876	3.2
38-3/4 HOURS	30	36.6	30,485	52.5
40 HOURS	10	12.2	3,055	5.3
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	21	25.6	18,853	32.5
VARIES FOR DIFFERENT SEASONS	2	2.4	1,020	1.8
TOTAL	82	100.0	58,079	100.0

TABLE 29 PAID MEAL PERIOD PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	72	87.8	50,552	87.0
MEAL PERIOD PAID ON 2ND SHIFT ONLY	1	1.2	1,136	2.0
MEAL PERIOD PAID ON OVERTIME WORK	7	8.5	5,401	9.3
2ND AND 3RD SHIFTS	1	1.2	770	1.3
PROVISIONS EXIST FOR PAID MEAL PERIOD, CANNOT DETERMINE WHICH CODE APPLIES	1	1.2	220	.4
TOTAL	82	100.0	58,079	100.0

TABLE 30 COMPRESSED WORK WEEK AND FLEXTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	34	41.5	13,665	23.5
PROVISION FOR FLEX-TIME	6	7.3	1,504	2.6
PROVISION FOR COMPRESSED WORK-WEEK	19	23.2	18,933	32.6
PROVISION FOR BOTH FLEX-TIME AND COMPRESSED WORK-WEEK	23	28.0	23,977	41.3
TOTAL	82	100.0	58,079	100.0

TABLE 31 OVERTIME RATE AFTER SCHEDULED DAILY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	3.7	930	1.6
TIME AND ONE-HALF	8	9.8	1,950	3.4
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 2 HOURS	4	4.9	5,478	9.4
DOUBLE TIME AFTER 2 1/2 HOURS	1	1.2	100	.2
DOUBLE TIME AFTER 3 HOURS	5	6.1	5,969	10.3
DOUBLE TIME AFTER 4 HOURS	3	3.7	430	.7
DOUBLE TIME	1	1.2	110	.2
EQUIVALENT TIME OFF OR PAY AT 1.50 TIME	1	1.2	180	.3
1.00 TIME OFF OR PAY @ 1.50 INCREASED TO 2.00 TIME/PAY AFTER 2 HOURS	4	4.9	3,765	6.5
1.50 TIME OFF OR PAY AT 1.50 TIME	5	6.1	2,479	4.3
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO				
2.00 TIME/PAY AFTER 2 HOURS	21	25.6	7,851	13.5
2.00 TIME/PAY AFTER 3 HOURS	12	14.6	22,175	38.2
2.00 TIME/PAY AFTER 4 HOURS	4	4.9	710	1.2
2.00 TIME/PAY AFTER 5 HOURS	1	1.2	245	.4
OTHER	1	1.2	190	.3
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	5	6.1	4,747	8.2
NOT SPECIFIED	1	1.2	200	.3
OTHER	2	2.4	570	1.0
TOTAL	82	100.0	58,079	100.0

TABLE 32 OVERTIME RATE AFTER SCHEDULED WEEKLY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	61	74.4	51,323	88.4
TIME AND ONE-HALF	5	6.1	1,295	2.2
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 2 HOURS	1	1.2	1,856	3.2
DOUBLE TIME AFTER 2 1/2 HOURS	1	1.2	100	.2
DOUBLE TIME	1	1.2	150	.3
EQUIVALENT TIME OFF OR PAY AT 1.50 TIME	2	2.4	283	.5
1.00 TIME OFF OR PAY @ 1.50 INCREASED TO INCREASED RATE VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.2	123	.2
1.50 TIME OFF OR PAY AT 1.50 TIME	3	3.7	1,300	2.2
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO				
2.00 TIME/PAY AFTER 2 HOURS	1	1.2	250	.4
2.00 TIME/PAY AFTER 40 HOURS	1	1.2	265	.5
OTHER	1	1.2	190	.3
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	2	2.4	524	.9
NOT SPECIFIED	1	1.2	200	.3
OTHER	1	1.2	220	.4
TOTAL	82	100.0	58,079	100.0

TABLE 33 OVERTIME RATE FOR SATURDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	72	87.8	55,424	95.4
TIME AND ONE-HALF INCREASED TO DOUBLE TIME AFTER 8 HOURS	1	1.2	150	.3
DOUBLE TIME	1	1.2	100	.2
1.50 TIME OFF OR PAY AT 1.50 TIME	1	1.2	1,200	2.1
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO OTHER	1	1.2	190	.3
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	4	4.9	712	1.2
EQUIVALENT TIME OFF OR PAY @ DOUBLE TIME	2	2.4	303	.5
TOTAL	82	100.0	58,079	100.0

TABLE 34 OVERTIME RATE FOR SUNDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	71	86.6	54,915	94.6
STRAIGHT TIME	1	1.2	147	.3
DOUBLE TIME	2	2.4	250	.4
1.50 TIME OFF OR PAY AT 1.50 TIME	1	1.2	1,200	2.1
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO OTHER	1	1.2	190	.3
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	5	6.1	1,197	2.1
EQUIVALENT TIME OFF OR PAY @ DOUBLE TIME	1	1.2	180	.3
TOTAL	82	100.0	58,079	100.0

TABLE 35 OVERTIME RATE ON SIXTH DAY (NOT SCHEDULED) *

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	28.0	9,005	15.5
TIME AND ONE-HALF	4	4.9	3,336	5.7
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 3 HOURS	3	3.7	4,558	7.8
DOUBLE TIME AFTER 7 3/4 HOURS	1	1.2	275	.5
DOUBLE TIME	4	4.9	622	1.1
EQUIVALENT TIME OFF OR PAY AT 1.50 TIME	1	1.2	103	.2
1.00 TIME OFF OR PAY @ 1.50 INCREASED TO 2.00 TIME/PAY AFTER 2 HOURS	4	4.9	3,765	6.5
1.50 TIME OFF OR PAY AT 1.50 TIME	16	19.5	6,136	10.6
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO				
2.00 TIME/PAY AFTER 2 HOURS	5	6.1	1,272	2.2
2.00 TIME/PAY AFTER 3 HOURS	4	4.9	7,936	13.7
2.00 TIME/PAY AFTER 4 HOURS	1	1.2	195	.3
2.00 TIME/PAY AFTER 7 1/4 HOURS	1	1.2	250	.4
2.00 TIME/PAY AFTER 7 3/4 HOURS	6	7.3	13,610	23.4
INCREASED RATE VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	2.4	598	1.0
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	6	7.3	6,198	10.7
OTHER	1	1.2	220	.4
TOTAL	82	100.0	58,079	100.0

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*For Explanation see Number 6 in the Definition at page IX

TABLE 36 OVERTIME RATE ON SEVENTH DAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	25.6	6,624	11.4
TIME AND ONE-HALF	3	3.7	695	1.2
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 3 HOURS	1	1.2	4,038	7.0
DOUBLE TIME AFTER 7 3/4 HOURS	1	1.2	275	.5
DOUBLE TIME	8	9.8	6,130	10.6
1.00 TIME OFF OR PAY @ 1.50 INCREASED TO 2.00 TIME/PAY AFTER 2 HOURS	4	4.9	3,765	6.5
1.50 TIME OFF OR PAY AT 1.50 TIME	3	3.7	1,320	2.3
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO				
2.00 TIME/PAY AFTER 2 HOURS	5	6.1	1,272	2.2
2.00 TIME/PAY AFTER 3 HOURS	1	1.2	200	.3
2.00 TIME/PAY AFTER 4 HOURS	1	1.2	195	.3
2.00 TIME/PAY AFTER 7 3/4 HOURS	6	7.3	13,610	23.4
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	25	30.5	19,265	33.2
EQUIVALENT TIME OFF OR PAY @ DOUBLE TIME	2	2.4	470	.8
OTHER	1	1.2	220	.4
TOTAL	82	100.0	58,079	100.0

TABLE 37 PAYMENT FOR OR SUPPLY OF MEALS

AMOUNT OF PAYMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	72	87.8	51,891	89.3
$ 5.90 PER MEAL PAID AFTER UNSPECIFIED HOURS	3	3.7	802	1.4
$ 6.00 PER MEAL PAID AFTER 2 HOURS OF OVERTIME	1	1.2	3,800	6.5
$ 7.50 PER MEAL PAID AFTER 3 HOURS OF OVERTIME	1	1.2	110	.2
$10.00 PER MEAL PAID AFTER 2 HOURS OF OVERTIME	1	1.2	220	.4
MEALS FURNISHED BY EMPLOYER AFTER				
1 HOURS OF OVERTIME	1	1.2	900	1.5
2 HOURS OF OVERTIME	2	2.4	256	.4
NOT SPECIFIED	1	1.2	100	.2
TOTAL	82	100.0	58,079	100.0

TABLE 38 RIGHT TO REFUSE OVERTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	72	87.8	55,491	95.5
PROVISION EXISTS	10	12.2	2,588	4.5
TOTAL	82	100.0	58,079	100.0

TABLE 39 PREMIUM PAY FOR WORK ON SCHEDULED SATURDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	35	42.7	15,398	26.5
AMOUNT PER HOUR				
$.20	1	1.2	220	.4
$.25	4	4.9	883	1.5
$.30	1	1.2	1,713	2.9
$.35	2	2.4	356	.6
$.50	35	42.7	38,524	66.3
$.60	1	1.2	100	.2
TIME RATE PAYMENT				
TIME AND ONE-HALF	1	1.2	285	.5
NOT SPECIFIED	1	1.2	350	.6
OTHER	1	1.2	250	.4
TOTAL	82	100.0	58,079	100.0

TABLE 40 PREMIUM PAY FOR WORK ON SCHEDULED SUNDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	34	41.5	15,295	26.3
AMOUNT PER HOUR				
$.20	2	2.4	323	.6
$.25	4	4.9	883	1.5
$.35	3	3.7	2,069	3.6
$.50	35	42.7	38,524	66.3
$.60	1	1.2	100	.2
TIME RATE PAYMENT				
TIME AND ONE-HALF	1	1.2	285	.5
NOT SPECIFIED	1	1.2	350	.6
OTHER	1	1.2	250	.4
TOTAL	82	100.0	58,079	100.0

TABLE 41 SECOND SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	19.5	4,807	8.3
AMOUNT PER HOUR				
$.15	1	1.2	770	1.3
$.20	1	1.2	103	.2
$.25	1	1.2	285	.5
$.30	3	3.7	2,023	3.5
$.35	1	1.2	145	.2
$.45	4	4.9	795	1.4
$.50	3	3.7	1,001	1.7
$.65	1	1.2	100	.2
$.74	1	1.2	250	.4
$.75	3	3.7	753	1.3
$.85	2	2.4	581	1.0
$1.00	36	43.9	38,664	66.6
FLAT AMOUNT PER SHIFT				
$ 7.00 PER SHIFT	2	2.4	434	.7
PER CENT OF WAGES				
4.0 PER CENT	1	1.2	104	.2
7.0 PER CENT	1	1.2	1,856	3.2
10.0 PER CENT	1	1.2	3,800	6.5
15.0 PER CENT	1	1.2	150	.3
TIME DIFFERENTIAL				
8.0 HOURS PAY FOR 7.0 HOURS WORK	2	2.4	1,108	1.9
NOT SPECIFIED	1	1.2	350	.6
TOTAL	82	100.0	58,079	100.0

TABLE 42 THIRD SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	20.7	5,483	9.4
AMOUNT PER HOUR				
$.15	1	1.2	770	1.3
$.20	1	1.2	103	.2
$.25	1	1.2	285	.5
$.30	1	1.2	190	.3
$.35	3	3.7	1,978	3.4
$.45	2	2.4	395	.7
$.50	2	2.4	450	.8
$.55	1	1.2	150	.3
$.65	1	1.2	100	.2
$.74	1	1.2	250	.4
$.75	3	3.7	753	1.3
$.85	2	2.4	581	1.0
$1.00	35	42.7	38,469	66.2
FLAT AMOUNT PER SHIFT				
$ 7.00 PER SHIFT	2	2.4	434	.7
FLAT AMOUNT PER MONTH				
$57.75 PER MONTH	1	1.2	100	.2
PER CENT OF WAGES				
6.0 PER CENT	1	1.2	104	.2
10.0 PER CENT	2	2.4	5,656	9.7
15.0 PER CENT	1	1.2	150	.3
TIME DIFFERENTIAL				
8.0 HOURS PAY FOR 7.0 HOURS WORK	2	2.4	1,108	1.9
8.0 HOURS PAY FOR 7.5 HOURS WORK	1	1.2	220	.4
NOT SPECIFIED	1	1.2	350	.6
TOTAL	82	100.0	58,079	100.0

TABLE 43 SPLIT SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	80	97.6	57,647	99.3
AMOUNT PER HOUR				
$.50	1	1.2	200	.3
FLAT AMOUNT PER SHIFT				
$ 1.25 PER SHIFT	1	1.2	232	.4
TOTAL	82	100.0	58,079	100.0

TABLE 44 PREMIUM PAY FOR DIRTY WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	82	100.0	58,079	100.0
TOTAL	82	100.0	58,079	100.0

TABLE 45 PREMIUM PAY FOR HAZARDOUS WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	79	96.3	55,271	95.2
AMOUNT PER HOUR				
$.30	1	1.2	900	1.5
$.50	1	1.2	345	.6
OTHER	1	1.2	1,563	2.7
TOTAL	82	100.0	58,079	100.0

TABLE 46 PREMIUM PAY FOR ABNORMAL WORKING CONDITIONS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	57	69.5	29,850	51.4
FLAT AMOUNT PER SHIFT				
$ 2.50 PER SHIFT	1	1.2	345	.6
$ 3.00 PER SHIFT	1	1.2	180	.3
$25.00 PER SHIFT	3	3.7	747	1.3
$27.50 PER SHIFT	1	1.2	287	.5
$30.00 PER SHIFT	1	1.2	1,629	2.8
$35.00 PER SHIFT	6	7.3	16,872	29.1
NOT SPECIFIED	1	1.2	350	.6
OTHER	11	13.4	7,819	13.5
TOTAL	82	100.0	58,079	100.0

TABLE 47 STAND-BY OR ON-CALL ADJUSTMENTS

PAY PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	35	42.7	20,282	34.9
PROVISION EXISTS	47	57.3	37,797	65.1
TOTAL	82	100.0	58,079	100.0

TABLE 48 REPORTING PAY GUARANTEES

MINIMUM GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	39	47.6	27,767	47.8
2.0 HOURS OF WORK OR PAY	3	3.7	2,098	3.6
3.0 HOURS OF WORK OR PAY	19	23.2	17,814	30.7
4.0 HOURS OF WORK OR PAY	14	17.1	5,864	10.1
VARIES DEPENDING ON WORK OR NOT	7	8.5	4,536	7.8
TOTAL	82	100.0	58,079	100.0

TABLE 49 CALL-BACK PAY GUARANTEES

MINIMUM GUARANTEE AND RATE OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	6.1	910	1.6
MINIMUM OF 1.0 HOURS AT TIME AND ONE-HALF	1	1.2	300	.5
MINIMUM OF 2.0 HOURS AT				
TIME AND ONE-HALF	10	12.2	10,448	18.0
DOUBLE TIME	5	6.1	1,892	3.3
MINIMUM OF 3.0 HOURS AT				
TIME AND ONE-HALF	11	13.4	9,402	16.2
TIME AND THREE-QUARTERS	1	1.2	220	.4
MINIMUM OF 4.0 HOURS AT				
STRAIGHT TIME	2	2.4	650	1.1
TIME AND ONE-HALF	1	1.2	232	.4
MINIMUM OF 2.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	6	7.3	1,472	2.5
MINIMUM OF 3.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	2	2.4	373	.6
MINIMUM OF 4.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	4	4.9	5,826	10.0
MINIMUM OF 9.9 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	5	6.1	1,345	2.3
MINIMUM OF 1.0 HOURS AT APPLICABLE OVERTIME RATE	1	1.2	150	.3
MINIMUM OF 2.0 HOURS AT APPLICABLE OVERTIME RATE	11	13.4	7,157	12.3
MINIMUM OF 3.0 HOURS AT APPLICABLE OVERTIME RATE	8	9.8	13,068	22.5
MINIMUM OF 4.0 HOURS AT APPLICABLE OVERTIME RATE	2	2.4	2,571	4.4
MINIMUM OF 3.0 HOURS, RATE NOT SPECIFIED	1	1.2	190	.3
MINIMUM OF 4.0 HOURS, RATE NOT SPECIFIED	1	1.2	250	.4
GUARANTEE OF $ 2.50 FOR EACH CALL-BACK	1	1.2	195	.3
OTHER	4	4.9	1,428	2.5
TOTAL	82	100.0	58,079	100.0

TABLE 50 WAGE OR EMPLOYMENT GUARANTEES

GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	79	96.3	57,579	99.1
ANNUAL WORK OR WAGE GUARANTEE	1	1.2	100	.2
OTHER	2	2.4	400	.7
TOTAL	82	100.0	58,079	100.0

TABLE 51 PAY ON TEMPORARY TRANSFERS TO LOWER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	53	64.6	37,976	65.4
EMPLOYEE RETAINS HIS RATE FOR DURATION OF TRANSFER	25	30.5	19,459	33.5
EMPLOYEE RETAINS HIS RATE ONLY FOR A SPECIFED PERIOD	2	2.4	390	.7
OTHER	2	2.4	254	.4
TOTAL	82	100.0	58,079	100.0

TABLE 52 PAY ON TEMPORARY TRANSFERS TO HIGHER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	6.1	5,053	8.7
EMPLOYEE PAID HIGHER RATE FOR DURATION OF TRANSFER	11	13.4	4,733	8.1
EMPLOYEE PAID HIGHER RATE ONLY AFTER A SPECIFIED PERIOD	60	73.2	46,484	80.0
EMPLOYEE PAID HIGHER RATE FROM START OF TRANSFER OR AFTER A PERIOD OF TIME	1	1.2	350	.6
OTHER	5	6.1	1,459	2.5
TOTAL	82	100.0	58,079	100.0

TABLE 53 PAID REST OR RELIEF PERIODS

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	22.0	6,787	11.7
1 PERIOD 15 MINUTES EACH	1	1.2	189	.3
2 PERIODS, 10 MINUTES EACH	3	3.7	495	.9
2 PERIODS, 15 MINUTES EACH	55	67.1	48,706	83.9
OTHER	5	6.1	1,902	3.3
TOTAL	82	100.0	58,079	100.0

TABLE 54 PAID CLEAN-UP OR CLOTHES CHANGING TIME

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	81	98.8	57,979	99.8
1 PERIOD 10 MINUTES EACH	1	1.2	100	.2
TOTAL	82	100.0	58,079	100.0

TABLE 55 NUMBER OF PAID HOLIDAYS

ANNUAL ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
10 FULL HOLIDAYS	9	11.0	6,594	11.4
10 FULL HOLIDAYS PLUS 2 HALF HOLIDAYS	1	1.2	245	.4
10 FULL HOLIDAYS PLUS 3 HALF HOLIDAYS	1	1.2	250	.4
11 FULL HOLIDAYS	41	50.0	36,456	62.8
11 FULL HOLIDAYS PLUS 1 HALF HOLIDAY	4	4.9	2,497	4.3
11 FULL HOLIDAYS PLUS 2 HALF HOLIDAYS	3	3.7	528	.9
11 FULL HOLIDAYS PLUS 3 HALF HOLIDAYS	1	1.2	770	1.3
12 FULL HOLIDAYS	14	17.1	7,312	12.6
12 FULL HOLIDAYS PLUS 1 HALF HOLIDAY	2	2.4	520	.9
13 FULL HOLIDAYS	1	1.2	250	.4
14 FULL HOLIDAYS	1	1.2	475	.8
15 FULL HOLIDAYS	1	1.2	106	.2
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	2.4	1,956	3.4
PROVISION FOR PAID HOLIDAYS BUT NUMBER NOT SPECIFIED	1	1.2	120	.2
TOTAL	82	100.0	58,079	100.0

TABLE 56 YEAR-END HOLIDAY PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	81	98.8	57,456	98.9
PROVISION EXISTS	1	1.2	623	1.1
TOTAL	82	100.0	58,079	100.0

TABLE 57 SERVICE REQUIREMENTS FOR HOLIDAY PAY

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	69	84.1	53,809	92.6
30 CALENDAR DAYS	3	3.7	2,338	4.0
30 WORKING DAYS	2	2.4	370	.6
60 WORKING DAYS	1	1.2	145	.2
65 WORKING DAYS	5	6.1	1,039	1.8
3 MONTHS	1	1.2	103	.2
OTHER	1	1.2	275	.5
TOTAL	82	100.0	58,079	100.0

TABLE 58 WORK REQUIREMENTS FOR HOLIDAY PAY

WORK REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	29.3	7,346	12.6
DAY BEFORE AND AFTER HOLIDAY	55	67.1	49,721	85.6
DAY BEFORE OR AFTER HOLIDAY	1	1.2	430	.7
DURING HOLIDAY WEEK OR OTHER PERIOD	2	2.4	582	1.0
TOTAL	82	100.0	58,079	100.0

TABLE 59 LOSS OF HOLIDAY PAY - FAILURE TO REPORT FOR SCHEDULED WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	41	50.0	18,627	32.1
PROVISION EXISTS	41	50.0	39,452	67.9
TOTAL	82	100.0	58,079	100.0

TABLE 60 PAY FOR HOLIDAYS FALLING ON SATURDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	63	76.8	51,539	88.7
FOLLOWING MONDAY OFF WITH PAY	6	7.3	1,286	2.2
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY	2	2.4	550	.9
ANOTHER DAY OFF WITH PAY	5	6.1	3,259	5.6
ANOTHER DAY OFF WITH PAY OR EXTRA DAYS PAY	5	6.1	1,345	2.3
OTHER	1	1.2	100	.2
TOTAL	82	100.0	58,079	100.0

TABLE 61 PAY FOR HOLIDAYS FALLING ON SUNDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	62	75.6	51,204	88.2
FOLLOWING MONDAY OFF WITH PAY	6	7.3	1,286	2.2
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY	2	2.4	550	.9
ANOTHER DAY OFF WITH PAY	6	7.3	3,594	6.2
ANOTHER DAY OFF WITH PAY OR EXTRA DAYS PAY	5	6.1	1,345	2.3
OTHER	1	1.2	100	.2
TOTAL	82	100.0	58,079	100.0

TABLE 62 COMPENSATION FOR HOLIDAYS FALLING WITHIN VACATION PERIOD

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	11.0	8,615	14.8
EXTRA DAYS VACATION WITH PAY	51	62.2	32,997	56.8
EXTRA DAYS PAY	1	1.2	145	.2
EXTRA DAYS VACATION WITH PAY OR EXTRA DAYS PAY	21	25.6	16,322	28.1
TOTAL	82	100.0	58,079	100.0

TABLE 63 COMPENSATION FOR HOLIDAYS FALLING ON SCHEDULED DAYS OFF

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	22.0	5,055	8.7
EXTRA DAY OFF WITH PAY	36	43.9	29,619	51.0
EXTRA DAY OFF OR EXTRA DAYS PAY	28	34.1	23,405	40.3
TOTAL	82	100.0	58,079	100.0

TABLE 64 COMPENSATION FOR WORK ON PAID HOLIDAYS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	7.3	1,635	2.8
TIME AND ONE-HALF PLUS HOLIDAY PAY	4	4.9	1,853	3.2
TIME AND THREE-QUARTERS PLUS HOLIDAY PAY	1	1.2	220	.4
DOUBLE TIME PLUS HOLIDAY PAY	7	8.5	11,606	20.0
STRAIGHT TIME PLUS ANOTHER DAY OFF WITH PAY	3	3.7	732	1.3
TIME AND ONE-HALF, PLUS ANOTHER DAY OFF WITH PAY	13	15.9	8,665	14.9
DOUBLE TIME PLUS ANOTHER DAY OFF WITH PAY	2	2.4	3,900	6.7
TIME AND ONE-HALF PLUS HOLIDAY PAY OR ANOTHER DAY OFF WITH PAY	29	35.4	21,510	37.0
DOUBLE TIME PLUS HOLIDAY PAY OR ANOTHER DAY OFF WITH PAY	3	3.7	543	.9
DAY AND ONE-HALF OFF WITH PAY OR EXTRA DAY AND ONE-HALF PAY PLUS HOLIDAY PAY	1	1.2	623	1.1
TIME AND ONE-HALF OR EQUIVALENT TIME OFF PLUS HOLIDAY PAY	2	2.4	1,445	2.5
TIME AND ONE-HALF OR TIME AND ONE-HALF OFF PLUS HOLIDAY PAY	3	3.7	2,298	4.0
DOUBLE TIME OR DOUBLE TIME OFF PLUS HOLIDAY PAY	4	4.9	2,063	3.6
VARIES WITH NUMBER OF HOURS WORKED OR FOR DIFFERENT HOLIDAYS	3	3.7	880	1.5
NOT SPECIFIED	1	1.2	106	.2
TOTAL	82	100.0	58,079	100.0

TABLE 65 LENGTH OF SERVICE FOR TWO WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	27	32.9	19,943	34.3
SIX MONTHS BUT LESS THAN ONE YEAR	44	53.7	35,241	60.7
1 YEAR	7	8.5	1,480	2.5
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	4	4.9	1,415	2.4
TOTAL	82	100.0	58,079	100.0

TABLE 66 LENGTH OF SERVICE FOR THREE WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	2.4	445	.8
1 YEAR	61	74.4	40,874	70.4
2 YEARS	3	3.7	453	.8
3 YEARS	1	1.2	232	.4
4 YEARS	1	1.2	350	.6
5 YEARS	2	2.4	445	.8
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	12	14.6	15,280	26.3
TOTAL	82	100.0	58,079	100.0

*For Explanation see Number 7 in the Definition at page IX

TABLE 67 LENGTH OF SERVICE FOR FOUR WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	2.4	350	.6
1 YEAR	1	1.2	245	.4
2 YEARS	3	3.7	484	.8
3 YEARS	13	15.9	12,146	20.9
4 YEARS	12	14.6	10,883	18.7
5 YEARS	6	7.3	1,747	3.0
6 YEARS	5	6.1	723	1.2
7 YEARS	2	2.4	4,085	7.0
8 YEARS	17	20.7	9,994	17.2
9 YEARS	3	3.7	662	1.1
10 YEARS	3	3.7	895	1.5
14 YEARS	1	1.2	145	.2
17 YEARS	1	1.2	250	.4
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	13	15.9	15,470	26.6
TOTAL	82	100.0	58,079	100.0

*For Explanation see Number 7 in the Definition at page IX

TABLE 68 LENGTH OF SERVICE FOR FIVE WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	8.5	1,449	2.5
3 YEARS	1	1.2	387	.7
7 YEARS	2	2.4	295	.5
8 YEARS	1	1.2	189	.3
10 YEARS	1	1.2	120	.2
11 YEARS	1	1.2	245	.4
12 YEARS	1	1.2	200	.3
13 YEARS	1	1.2	150	.3
14 YEARS	9	11.0	5,557	9.6
15 YEARS	27	32.9	31,846	54.8
16 YEARS	2	2.4	280	.5
17 YEARS	3	3.7	1,440	2.5
18 YEARS	17	20.7	12,209	21.0
19 YEARS	1	1.2	1,200	2.1
20 YEARS	4	4.9	1,005	1.7
25 YEARS	2	2.4	317	.5
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	2.4	1,190	2.0
TOTAL	82	100.0	58,079	100.0

TABLE 69 LENGTH OF SERVICE FOR SIX WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	36	43.9	12,025	20.7
15 YEARS	2	2.4	395	.7
20 YEARS	2	2.4	539	.9
24 YEARS	1	1.2	100	.2
25 YEARS	38	46.3	43,358	74.7
30 YEARS	2	2.4	662	1.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.2	1,000	1.7
TOTAL	82	100.0	58,079	100.0

*For Explanation see Number 7 in the Definition at page IX

TABLE 70 MAXIMUM PAID VACATION *

MAXIMUM VACATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	1.2	200	.3
THREE WEEKS	1	1.2	150	.3
FOUR WEEKS	5	6.1	1,099	1.9
FIVE WEEKS	27	32.9	10,951	18.9
FIVE AND ONE-HALF WEEKS	1	1.2	245	.4
SIX WEEKS	45	54.9	45,154	77.7
EIGHT WEEKS	1	1.2	100	.2
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.2	180	.3
TOTAL	82	100.0	58,079	100.0

TABLE 71 PAY IN LIEU OF VACATIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	74	90.2	52,823	91.0
PROVISION EXISTS	8	9.8	5,256	9.0
TOTAL	82	100.0	58,079	100.0

TABLE 72 PAID SICK LEAVE (CASUAL ILLNESS) **

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	9.8	2,038	3.5
CASUAL ILLNESS LEAVE	20	24.4	9,660	16.6
GENERAL ILLNESS LEAVE	1	1.2	2,228	3.8
COMBINATION CASUAL AND GENERAL ILLNESS LEAVE	51	62.2	42,837	73.8
OTHER	2	2.4	1,316	2.3
TOTAL	82	100.0	58,079	100.0

*For Explanation see Number 7 in the Definition at page IX

**For Explanation see Number 8 in the Definition at page IX

TABLE 73 SERVICE REQUIREMENTS FOR PAID SICK LEAVE*

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	34	41.5	16,394	28.2
42 WORKING DAYS	1	1.2	4,038	7.0
45 WORKING DAYS	1	1.2	200	.3
60 WORKING DAYS	5	6.1	3,994	6.9
65 WORKING DAYS	10	12.2	13,457	23.2
1 MONTHS	2	2.4	470	.8
3 MONTHS	15	18.3	15,880	27.3
5 MONTHS	1	1.2	335	.6
6 MONTHS	3	3.7	773	1.3
12 MONTHS	6	7.3	1,331	2.3
OTHER	4	4.9	1,207	2.1
TOTAL	82	100.0	58,079	100.0

TABLE 74 AMOUNT OF PAID SICK LEAVE *

AMOUNT OF LEAVE PER YEAR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	11.0	3,174	5.5
3 DAYS	1	1.2	232	.4
10 DAYS	16	19.5	5,803	10.0
12 DAYS	3	3.7	715	1.2
15 DAYS	4	4.9	548	.9
16 DAYS	1	1.2	104	.2
18 DAYS	31	37.8	36,231	62.4
20 DAYS	2	2.4	610	1.1
22 DAYS	3	3.7	2,220	3.8
24 DAYS	5	6.1	3,504	6.0
VARIES WITH LENGTH OF SERVICE	6	7.3	4,748	8.2
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.2	190	.3
TOTAL	82	100.0	58,079	100.0

*For Explanation see Number 8 in the Definition at page IX

TABLE 75 MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE *

MAXIMUM ACCUMULATION ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	15	18.3	4,719	8.1
UNDER 60 DAYS	4	4.9	851	1.5
60 - 89 DAYS	7	8.5	2,112	3.6
90 - 119 DAYS	9	11.0	3,117	5.4
120 - 149 DAYS	28	34.1	32,640	56.2
150 - 179 DAYS	3	3.7	2,220	3.8
180 - 209 DAYS	8	9.8	7,362	12.7
VARIES WITH LENGTH OF SERVICE	8	9.8	5,058	8.7
TOTAL	82	100.0	58,079	100.0

TABLE 76 PAYMENT OF UNUSED SICK LEAVE ON TERMINATION OF EMPLOYMENT *

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	79	96.3	56,692	97.6
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT				
25.0 PER CENT	2	2.4	1,187	2.0
50.0 PER CENT	1	1.2	200	.3
TOTAL	82	100.0	58,079	100.0

TABLE 77 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON TERMINATION *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	79	96.3	56,692	97.6
30 DAYS	2	2.4	1,187	2.0
60 DAYS	1	1.2	200	.3
TOTAL	82	100.0	58,079	100.0

TABLE 78 PAYMENT FOR UNUSED SICK LEAVE ON RETIREMENT *

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	81	98.8	57,879	99.7
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT				
66.6 PER CENT	1	1.2	200	.3
TOTAL	82	100.0	58,079	100.0

*For Explanation see Number 8 in the Definition at page IX

TABLE 79 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON RETIREMENT *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	81	98.8	57,879	99.7
80 DAYS	1	1.2	200	.3
TOTAL	82	100.0	58,079	100.0

TABLE 80 PAYMENT FOR UNUSED SICK LEAVE ON DEATH *

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	80	97.6	55,365	95.3
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT 100.0 PER CENT	1	1.2	1,856	3.2
PER CENT NOT SPECIFIED	1	1.2	858	1.5
TOTAL	82	100.0	58,079	100.0

TABLE 81 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID FOR ON DEATH *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	80	97.6	55,365	95.3
200 DAYS	1	1.2	1,856	3.2
OTHER	1	1.2	858	1.5
TOTAL	82	100.0	58,079	100.0

TABLE 82 INJURY PAY PROVISIONS **

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	70	85.4	53,261	91.7
PROVISION EXISTS	12	14.6	4,818	8.3
TOTAL	82	100.0	58,079	100.0

*For Explanation see Number 8 in the Definition at page IX

**For Explanation see Number 9 in the Definition at page IX

TABLE 83 WORKERS COMPENSATION PAY SUPPLEMENTS

AMOUNT OF SUPPLEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	23.2	5,160	8.9
FULL DIFFERENCE BETWEEN REGULAR PAY AND COMPENSATION PAY	31	37.8	15,985	27.5
PART OF DIFFERENCE BETWEEN REGULAR PAY AND COMPENSATION PAY	1	1.2	250	.4
FULL DIFFERENCE BETWEEN REGULAR AND COMPENSATION PAY TAKEN FROM SICK LEAVE	28	34.1	34,450	59.3
OTHER	3	3.7	2,234	3.8
TOTAL	82	100.0	58,079	100.0

TABLE 84 MAXIMUM PERIOD OF WORKERS COMPENSATION PAY SUPPLEMENTS

MAXIMUM PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	26.8	10,058	17.3
3 MONTHS	1	1.2	250	.4
4 MONTHS	4	4.9	2,463	4.2
5 MONTHS	1	1.2	106	.2
6 MONTHS	1	1.2	100	.2
12 MONTHS	2	2.4	400	.7
24 MONTHS	2	2.4	365	.6
UNTIL UNUSED SICK LEAVE IS EXHAUSTED	32	39.0	36,170	62.3
UNTIL TERMIN., RETIREMNT OR COMMENCEMNT	1	1.2	858	1.5
NOT SPECIFIED	12	14.6	4,798	8.3
OTHER	4	4.9	2,511	4.3
TOTAL	82	100.0	58,079	100.0

TABLE 85 PAID JURY DUTY LEAVE

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	24.4	8,203	14.1
DIFFERENCE BETWEEN REGULAR PAY AND JURY FEES	61	74.4	49,696	85.6
NOT SPECIFIED	1	1.2	180	.3
TOTAL	82	100.0	58,079	100.0

TABLE 86 PAID BEREAVEMENT LEAVE

MAXIMUM NUMBER OF DAYS ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	2.4	450	.8
IMMEDIATE FAMILY ONLY				
3.0 DAYS	7	8.5	1,198	2.1
4.0 DAYS	3	3.7	533	.9
5.0 DAYS	10	12.2	13,324	22.9
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, .5 DAYS FOR CLOSE OR OTHER RELATIVES	1	1.2	245	.4
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE OR OTHER RELATIVES	1	1.2	189	.3
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, .5 DAYS FOR CLOSE RELATIVES AND 2.0 DAYS FOR ADD TRAVEL TIME	1	1.2	300	.5
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE RELATIVES AND 2.0 DAYS FOR ADD TRAVEL TIME	1	1.2	350	.6
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 2.0 DAYS FOR CLOSE RELATIVES AND 2.0 DAYS FOR ADD TRAVEL TIME	9	11.0	4,992	8.6
4.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 2.0 DAYS FOR CLOSE RELATIVES AND 2.0 DAYS FOR ADD TRAVEL TIME	1	1.2	250	.4
3.0 DAYS BASIC LEAVE WITH 1.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	1	1.2	232	.4
3.0 DAYS BASIC LEAVE WITH 2.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	29	35.4	30,930	53.3
3.0 DAYS BASIC LEAVE WITH 3.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	1	1.2	150	.3
4.0 DAYS BASIC LEAVE WITH 2.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	3	3.7	399	.7
5.0 DAYS BASIC LEAVE WITH 2.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	9	11.0	2,964	5.1
5.0 DAYS BASIC LEAVE WITH 4.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	1	1.2	220	.4
NOT SPECIFIED	1	1.2	1,200	2.1
OTHER	1	1.2	153	.3
TOTAL	82	100.0	58,079	100.0

TABLE 87 SERVICE REQUIREMENTS FOR MATERNITY LEAVE

SERVICE REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	15	18.3	6,498	11.2
2 MONTHS	7	8.5	5,237	9.0
3 MONTHS	3	3.7	497	.9
4 MONTHS	1	1.2	275	.5
5 MONTHS	1	1.2	335	.6
6 MONTHS	7	8.5	6,566	11.3
9 MONTHS	1	1.2	106	.2
10 MONTHS	2	2.4	580	1.0
12 MONTHS	30	36.6	21,314	36.7
OTHER	15	18.3	16,671	28.7
TOTAL	82	100.0	58,079	100.0

TABLE 88 LENGTH OF MATERNITY LEAVE

LENGTH OF LEAVE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	2.4	500	.9
17 WEEKS	1	1.2	200	.3
18 WEEKS	4	4.9	2,326	4.0
21 WEEKS	1	1.2	130	.2
24 WEEKS	30	36.6	19,174	33.0
26 WEEKS	1	1.2	2,228	3.8
28 WEEKS	2	2.4	1,320	2.3
32 WEEKS	1	1.2	110	.2
36 WEEKS	32	39.0	29,711	51.2
52 WEEKS	1	1.2	195	.3
ACCORDING TO LEGISLATION	3	3.7	712	1.2
NOT SPECIFIED	4	4.9	1,473	2.5
TOTAL	82	100.0	58,079	100.0

TABLE 89 SENIORITY STATUS DURING MATERNITY LEAVE

SENIORITY STATUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	36	43.9	33,856	58.3
SENIORITY RETAINED UP TO TIME MATERNITY LEAVE BEGINS	42	51.2	19,632	33.8
SENIORITY ACCUMULATES DURING ENTIRE MATERNITY LEAVE	2	2.4	4,188	7.2
REFERENCE TO SENIORITY STATUS NOT SPECIFIC OR CANNOT BE DETERMINED	2	2.4	403	.7
TOTAL	82	100.0	58,079	100.0

TABLE 90 MATERNITY LEAVE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	2.4	500	.9
MATERNITY LEAVE PLAN EXISTS	80	97.6	57,579	99.1
TOTAL	82	100.0	58,079	100.0

TABLE 91 LEAVE OF ABSENCE FOR FULL-TIME UNION DUTIES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	51	62.2	37,518	64.6
PROVISION EXISTS	31	37.8	20,561	35.4
TOTAL	82	100.0	58,079	100.0

TABLE 92 LEAVE OF ABSENCE FOR UNION FUNCTIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	22.0	6,492	11.2
PROVISION EXISTS	64	78.0	51,587	88.8
TOTAL	82	100.0	58,079	100.0

TABLE 93 PAID LEAVE OF ABSENCE FOR PERSONAL REASONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	27	32.9	13,918	24.0
PATERNITY	27	32.9	29,915	51.5
CITIZENSHIP	1	1.2	770	1.3
FAMILY ILLNESS	2	2.4	670	1.2
PATERNITY AND CITIZENSHIP	2	2.4	539	.9
PATERNITY AND FAMILY ILLNESS	2	2.4	250	.4
PATERNITY AND MARRIAGE	2	2.4	2,106	3.6
MOVING AND FAMILY ILLNESS	3	3.7	635	1.1
PATERNITY, MOVING AND FAMILY ILLNESS	3	3.7	4,180	7.2
PATERNITY, CITIZENSHIP AND MARRIAGE	1	1.2	232	.4
PATERNITY, MOVING, CITIZENSHIP AND FAMILY ILLNESS	8	9.8	4,114	7.1
PATERNITY, MOVING, CITIZENSHIP, FAMILY ILLNESS AND MARRIAGE	1	1.2	220	.4
PAID LEAVE OF ABSENCE FOR PERSONAL REASONS NOT SPECIFIED	2	2.4	400	.7
OTHER	1	1.2	130	.2
TOTAL	82	100.0	58,079	100.0

TABLE 94 LEAVE OF ABSENCE FOR EDUCATIONAL PURPOSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	38	46.3	19,298	33.2
LEAVE WITHOUT PAY	12	14.6	10,664	18.4
LEAVE WITH FULL PAY	21	25.6	10,884	18.7
LEAVE FOR EDUCATIONAL PURPOSES PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY	10	12.2	13,433	23.1
OTHER	1	1.2	3,800	6.5
TOTAL	82	100.0	58,079	100.0

TABLE 95 GRIEVANCE AND ARBITRATION PAY PROVISIONS *

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	28	34.1	19,078	32.8
GRIEVANCE PAY ONLY	49	59.8	31,099	53.5
ARBITRATION PAY ONLY	1	1.2	350	.6
GRIEVANCE AND ARBITRATION PAY	4	4.9	7,552	13.0
TOTAL	82	100.0	58,079	100.0

TABLE 96 NEGOTIATION PAY PROVISIONS **

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	45	54.9	37,692	64.9
PROVISION EXISTS	37	45.1	20,387	35.1
TOTAL	82	100.0	58,079	100.0

TABLE 97 DANGEROUS WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	82	100.0	58,079	100.0
TOTAL	82	100.0	58,079	100.0

TABLE 98 LABOUR MANAGEMENT SAFETY COMMITTEES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	29	35.4	9,556	16.5
PROVISION EXISTS	53	64.6	48,523	83.5
TOTAL	82	100.0	58,079	100.0

TABLE 99 SAFETY COMMITTEE PAY PROVISIONS

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	36	43.9	11,688	20.1
PROVISION EXISTS	46	56.1	46,391	79.9
TOTAL	82	100.0	58,079	100.0

*For Explanation see Number 10 in the Definition at page IX

**For Explanation see Number 11 in the Definition at page IX

TABLE 100 LABOUR-MANAGEMENT COMMITTEE

COMMITTEE PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	35	42.7	17,547	30.2
PROVISION FOR COMMITTEE WITH ONLY GENERAL STATEMENT OF ITS PURPOSE	41	50.0	39,368	67.8
PROVISION FOR COMMITTEE BUT RESTRICTED TO DISCUSSING A SPECIFIC LIST OF ITEMS	6	7.3	1,164	2.0
TOTAL	82	100.0	58,079	100.0

TABLE 101 ALLOWANCES FOR SAFETY SHOES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	71	86.6	49,445	85.1
SAFETY SHOES SUPPLIED AT NO COST TO EMPLOYEE	1	1.2	120	.2
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF SAFETY SHOES	8	9.8	7,892	13.6
INITIAL SAFETY SHOES NO COST, MONETARY ALLOWANCE PROVIDED FOR REPLACEMENTS	1	1.2	475	.8
MONETARY ALLOWANCE PROVIDED FOR INITIAL SAFETY SHOES,REPLACEMENTS AT SOME COST	1	1.2	147	.3
TOTAL	82	100.0	58,079	100.0

TABLE 102 ALLOWANCES FOR SAFETY GLASSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	81	98.8	54,279	93.5
SAFETY GLASSES SUPPLIED AT SOME COST TO EMPLOYEE	1	1.2	3,800	6.5
TOTAL	82	100.0	58,079	100.0

TABLE 103 SUPPLY OF OR ALLOWANCES FOR WORK CLOTHING OR UNIFORMS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	32	39.0	16,453	28.3
SUPPLIED AT NO COST TO EMPLOYEES	47	57.3	41,073	70.7
EMPLOYER MAKES A MONETARY ALLOWANCE	3	3.7	553	1.0
TOTAL	82	100.0	58,079	100.0

TABLE 104 MAINTENANCE OF WORK CLOTHING

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	37	45.1	28,386	48.9
MAINTAINED AT NO COST TO EMPLOYEES	42	51.2	29,167	50.2
EMPLOYER MAKES MONETARY ALLOWANCE FOR MAINTENANCE OF WORK CLOTHING	3	3.7	526	.9
TOTAL	82	100.0	58,079	100.0

TABLE 105 ALLOWANCE FOR TOOLS

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	71	86.6	54,601	94.0
TOOLS SUPPLIED AT NO COST TO EMPLOYEE	5	6.1	947	1.6
TOOLS REPLACED AT NO COST TO EMPLOYEE	2	2.4	746	1.3
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF TOOLS	3	3.7	1,310	2.3
OTHER	1	1.2	475	.8
TOTAL	82	100.0	58,079	100.0

TABLE 106 MEAL, LODGING AND PER DIEM ALLOWANCES ON TRAVEL STATUS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	74	90.2	56,087	96.6
MEAL ALLOWANCE (OR MEALS SUPPLIED)	1	1.2	147	.3
PER DIEM ALLOWANCE FOR INCIDENTAL EXPENSES	2	2.4	504	.9
MEAL AND LODGING ALLOWANCE, OR MEAL AND LODGING SUPPLIED	2	2.4	873	1.5
MEAL AND LODGING ALLOWANCE OR SUPPLIED PLUS PER DIEM ALLOWANCE	2	2.4	345	.6
OTHER	1	1.2	123	.2
TOTAL	82	100.0	58,079	100.0

TABLE 107 TRAVEL TIME PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	68	82.9	47,343	81.5
PORTAL TO PORTAL PAY	1	1.2	5,400	9.3
PAY FOR TRAVEL TIME DIRECTLY RELATED TO THE JOB	12	14.6	5,213	9.0
PORTAL TO PORTAL PAY AND PAY FOR TRAVEL TIME DEIRECTLY RELATED TO THE JOB	1	1.2	123	.2
TOTAL	82	100.0	58,079	100.0

TABLE 108 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	42	51.2	24,006	41.3
CENTS PER KILOMETER				
18.0 CENTS	1	1.2	150	.3
25.0 CENTS	3	3.7	2,864	4.9
27.0 CENTS	1	1.2	300	.5
28.0 CENTS	22	26.8	24,430	42.1
35.0 CENTS	1	1.2	100	.2
VARIES WITH DISTANCE	2	2.4	428	.7
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.2	250	.4
OTHER	9	11.0	5,551	9.6
TOTAL	82	100.0	58,079	100.0

TABLE 109 APPRENTICESHIP TRAINING PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	75	91.5	51,406	88.5
PROVISION EXISTS	7	8.5	6,673	11.5
TOTAL	82	100.0	58,079	100.0

TABLE 110 APPRENTICESHIP TO JOURNEYMEN RATIO

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	82	100.0	58,079	100.0
TOTAL	82	100.0	58,079	100.0

TABLE 111 ON-THE-JOB TRAINING PROVISIONS *

PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	57	69.5	41,737	71.9
TRAINING FOR BARGAINING UNIT EMPLOYEES	25	30.5	16,342	28.1
TOTAL	82	100.0	58,079	100.0

TABLE 112 SEVERANCE PAY & LAY-OFF BENEFIT PLANS (OTHER THAN SUB)**

PLAN	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	65	79.3	48,847	84.1
SEVERANCE PAY PLAN	15	18.3	8,985	15.5
LAY-OFF BENEFIT PLAN	2	2.4	247	.4
TOTAL	82	100.0	58,079	100.0

TABLE 113 SUPPLEMENTAL UNEMPLOYMENT BENEFIT (S.U.B.) PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	80	97.6	53,929	92.9
PROVISION EXISTS	2	2.4	4,150	7.1
TOTAL	82	100.0	58,079	100.0

TABLE 114 RESTRICTIONS ON MOONLIGHTING

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	80	97.6	55,338	95.3
PROVISION EXISTS	2	2.4	2,741	4.7
TOTAL	82	100.0	58,079	100.0

TABLE 115 RESTRICTIONS ON WORK BY NON-BARGAINING UNIT EMPLOYEES

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	68	82.9	46,892	80.7
PROVISION EXISTS	14	17.1	11,187	19.3
TOTAL	82	100.0	58,079	100.0

*For Explanation see Number 12 in the Definition at page IX

**For Explanation see Number 13 in the Definition at page X

TABLE 116 RESTRICTIONS ON CONTRACTING OUT

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	64	78.0	46,045	79.3
PROVISION EXISTS	18	22.0	12,034	20.7
TOTAL	82	100.0	58,079	100.0

TABLE 117 TECHNOLOGICAL CHANGE - ADVANCE NOTICE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	65	79.3	44,790	77.1
2 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	5	6.1	6,726	11.6
3 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	1	1.2	220	.4
NOT SPECIFIED	11	13.4	6,343	10.9
TOTAL	82	100.0	58,079	100.0

TABLE 118 TECHNOLOGICAL CHANGE - CONSULTATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	70	85.4	50,877	87.6
PROVISION EXISTS	12	14.6	7,202	12.4
TOTAL	82	100.0	58,079	100.0

TABLE 119 TECHNOLOGICAL CHANGE - TRAINING BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	72	87.8	54,973	94.7
PROVISION EXISTS	10	12.2	3,106	5.3
TOTAL	82	100.0	58,079	100.0

TABLE 120 TECHNOLOGICAL CHANGE - ATTRITION ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	82	100.0	58,079	100.0
TOTAL	82	100.0	58,079	100.0

TABLE 121 TECHNOLOGICAL CHANGE - INCOME PROTECTION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	72	87.8	49,392	85.0
PROVISION EXISTS	10	12.2	8,687	15.0
TOTAL	82	100.0	58,079	100.0

TABLE 122 TECHNOLOGICAL CHANGE - JOINT AUTOMATION COMMITTEE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	82	100.0	58,079	100.0
TOTAL	82	100.0	58,079	100.0

TABLE 123 TECHNOLOGICAL CHANGE - RELOCATION ALLOWANCES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	82	100.0	58,079	100.0
TOTAL	82	100.0	58,079	100.0

TABLE 124 TECHNOLOGICAL CHANGE - TRANSFER ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	71	86.6	46,960	80.9
PROVISION EXISTS	11	13.4	11,119	19.1
TOTAL	82	100.0	58,079	100.0

TABLE 125 TECHNOLOGICAL CHANGE - ADVANCE NOTICE OF LAY-OFF

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	77	93.9	56,742	97.7
PROVISION EXISTS	5	6.1	1,337	2.3
TOTAL	82	100.0	58,079	100.0

TABLE 126 TECHNOLOGICAL CHANGE - SEVERANCE PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	73	89.0	53,133	91.5
PROVISION EXISTS	9	11.0	4,946	8.5
TOTAL	82	100.0	58,079	100.0

TABLE 127 TECHNOLOGICAL CHANGE - ARBITRATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	82	100.0	58,079	100.0
TOTAL	82	100.0	58,079	100.0

TABLE 128 ADVANCE NOTICE OF PLANT CLOSING OR RELOCATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	82	100.0	58,079	100.0
TOTAL	82	100.0	58,079	100.0

TABLE 129 JOB EVALUATION AND UNION PARTICIPATION IN CLASSIFICATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	41	50.0	32,399	55.8
FORMAL JOB EVALUATION PLAN	5	6.1	4,875	8.4
JOINT UNION-MANAGEMENT PARTICIPATION IN JOB CLASSIFICATION ON AD HOC BASIS	27	32.9	18,578	32.0
JOINT UNION-MANAGEMENT PARTICIPATION IN JOB CLASSIFICATION ON FORMAL BASIS	9	11.0	2,227	3.8
TOTAL	82	100.0	58,079	100.0

TABLE 130 GRIEVANCE OF JOB CLASSIFICATION OR RE-CLASSIFICATION

GRIEVANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	50	61.0	39,159	67.4
PROVISION EXISTS	32	39.0	18,920	32.6
TOTAL	82	100.0	58,079	100.0

TABLE 131 EQUAL PAY FOR WORK OF EQUAL VALUE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	81	98.8	57,979	99.8
PROVISION FOR EQUAL PAY FOR EQUAL WORK	1	1.2	100	.2
TOTAL	82	100.0	58,079	100.0

TABLE 132 FREQUENCY OF COST-OF-LIVING ADJUSTMENTS

FREQUENCY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	77	93.9	54,508	93.9
AUTOMATIC MONTHLY ADJUSTMENTS	1	1.2	452	.8
AUTOMATIC ANNUAL ADJUSTMENTS	1	1.2	900	1.5
ONE ADJUSTMENT DURING TERM OF AGREEMENT	1	1.2	220	.4
ADJUSTMENTS TIED TO A SPECIFIC CHANGE IN THE CONSUMER PRICE INDEX	2	2.4	1,999	3.4
TOTAL	82	100.0	58,079	100.0

TABLE 133 AMOUNT OF COST-OF-LIVING ADJUSTMENTS

AMOUNT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	79	96.3	55,180	95.0
CENTS PER HOUR ADJUSTMENTS CAN NOT BE EASILY TABULATED	1	1.2	900	1.5
COST-OF-LIVING ADJUSTMENTS TIED TO INDEXES OTHER THAN THE C.P.I.	1	1.2	349	.6
OTHER	1	1.2	1,650	2.8
TOTAL	82	100.0	58,079	100.0

TABLE 134 ATTENDANCE OR CONTINUOUS SERVICE BONUS

BONUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	69	84.1	46,771	80.5
ATTENDANCE BONUS ONLY	2	2.4	1,450	2.5
CONTINUOUS SERVICE BONUS ONLY	11	13.4	9,858	17.0
TOTAL	82	100.0	58,079	100.0

TABLE 135 EMPLOYER CONTRIBUTION TO BASIC MEDICAL & HOSPITAL PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	6.1	1,198	2.1
50.0 PER CENT	15	18.3	7,637	13.1
60.0 PER CENT	1	1.2	335	.6
66.6 PER CENT	1	1.2	200	.3
75.0 PER CENT	34	41.5	37,663	64.8
80.0 PER CENT	1	1.2	150	.3
100.0 PER CENT	20	24.4	6,417	11.0
VARIES BY SEX, MARITAL OR DEPENDENT STATUS	2	2.4	1,963	3.4
FLAT SUM PAYMENT	2	2.4	1,380	2.4
NOT SPECIFIED	1	1.2	1,136	2.0
TOTAL	82	100.0	58,079	100.0

TABLE 136 SPECIALIZED INSURANCE BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	13.4	3,406	5.9
DENTAL CARE PLAN ONLY	60	73.2	49,594	85.4
PRESCRIPTION DRUG PLAN AND DENTAL CARE PLAN	4	4.9	3,305	5.7
DENTAL CARE PLAN AND VISION CARE PLAN	6	7.3	1,670	2.9
COMBINATION OF THREE PLANS	1	1.2	104	.2
TOTAL	82	100.0	58,079	100.0

TABLE 137 MAJOR MEDICAL OR COMPREHENSIVE BENEFIT PLANS *

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	65	79.3	50,705	87.3
PROVISION EXISTS	17	20.7	7,374	12.7
TOTAL	82	100.0	58,079	100.0

*For Explanation see Number 14 in the Definition at page X

TABLE 138 EMPLOYER CONTRIBUTIONS TO LIFE INSURANCE PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	9.8	2,384	4.1
50.0 PER CENT	7	8.5	3,052	5.3
60.0 PER CENT	2	2.4	585	1.0
70.0 PER CENT	1	1.2	623	1.1
75.0 PER CENT	30	36.6	36,316	62.5
100.0 PER CENT	28	34.1	13,689	23.6
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	2.4	600	1.0
FLAT SUM PAYMENT	1	1.2	380	.7
NOT SPECIFIED	3	3.7	450	.8
TOTAL	82	100.0	58,079	100.0

TABLE 139 AMOUNT OF BENEFITS PROVIDED IN LIFE INSURANCE PLANS

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	9.8	2,384	4.1
4,000 DOLLARS	1	1.2	145	.2
10,000 DOLLARS	2	2.4	303	.5
13,000 DOLLARS	1	1.2	350	.6
20,000 DOLLARS	1	1.2	250	.4
25,000 DOLLARS	1	1.2	150	.3
50,000 DOLLARS	1	1.2	104	.2
VARIES WITH INCOME OR JOB CLASSIFICATION	31	37.8	27,236	46.9
VARIES BY SEX, MARITAL OR DEPENDENT STATUS	1	1.2	350	.6
NOT SPECIFIED	35	42.7	26,807	46.2
TOTAL	82	100.0	58,079	100.0

TABLE 140 EMPLOYER CONTRIBUTIONS TO A. D. & D. INSURANCE

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	36.6	10,360	17.8
70.0 PER CENT	1	1.2	623	1.1
75.0 PER CENT	28	34.1	35,216	60.6
100.0 PER CENT	23	28.0	11,880	20.5
TOTAL	82	100.0	58,079	100.0

TABLE 141 AMOUNT OF BENEFITS PROVIDED IN A. D. & D. INSURANCE

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	29	35.4	9,160	15.8
10,000 DOLLARS	1	1.2	200	.3
25,000 DOLLARS	1	1.2	150	.3
VARIES WITH INCOME OR JOB CLASSIFICATION	20	24.4	18,199	31.3
NOT SPECIFIED	25	30.5	25,352	43.7
OTHER	6	7.3	5,018	8.6
TOTAL	82	100.0	58,079	100.0

TABLE 142 EMPLOYER CONTRIB. TO WEEKLY SICKNESS & ACCIDENT INDEMNITY

AMOUNT OF PREMIUM CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	59	72.0	35,872	61.8
75.0 PER CENT	17	20.7	20,815	35.8
100.0 PER CENT	6	7.3	1,392	2.4
TOTAL	82	100.0	58,079	100.0

TABLE 143 AMOUNT OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	59	72.0	35,872	61.8
EXPRESSED AS PERCENT OF WAGES	15	18.3	20,371	35.1
VARIES WITH INCOME OR JOB CLASSIFICATION	3	3.7	484	.8
NOT SPECIFIED	5	6.1	1,352	2.3
TOTAL	82	100.0	58,079	100.0

TABLE 144 MAXIMUM DURATION OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

MAXIMUM DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	58	70.7	35,710	61.5
21 WEEKS	1	1.2	550	.9
24 WEEKS	12	14.6	17,140	29.5
26 WEEKS	3	3.7	760	1.3
104 WEEKS	1	1.2	189	.3
VARIES WITH LENGTH OF SERVICE	1	1.2	350	.6
NOT SPECIFIED	6	7.3	3,380	5.8
TOTAL	82	100.0	58,079	100.0

TABLE 145 LONG TERM DISABILITY BENEFIT PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	26.8	6,951	12.0
PROVISION EXISTS	60	73.2	51,128	88.0
TOTAL	82	100.0	58,079	100.0

TABLE 146 EMPLOYER CONTRIBUTIONS TO NON-SPECIFIED EMPLOYEE BENEFITS

PERCENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	62	75.6	50,823	87.5
50.0 PER CENT	1	1.2	195	.3
75.0 PER CENT	6	7.3	1,445	2.5
100.0 PER CENT	6	7.3	3,434	5.9
FLAT SUM PAYMENT	1	1.2	200	.3
NOT SPECIFIED	6	7.3	1,982	3.4
TOTAL	82	100.0	58,079	100.0

TABLE 147 PENSION PLANS

FINANCING ARRANGEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	33	40.2	19,307	33.2
NON-CONTRIBUTORY	2	2.4	350	.6
CONTRIBUTORY	9	11.0	6,794	11.7
NOT SPECIFIED	38	46.3	31,628	54.5
TOTAL	82	100.0	58,079	100.0

SECTION VIII

PUBLIC ADMINISTRATION

(Includes provincial government, cities, towns, villages
counties and municipal districts.)

TABLE 1 EXPIRY DATES OF SELECTED AGREEMENTS

YEAR AND MONTH OF EXPIRATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
1987	3	10.0	870	2.0
DECEMBER	3	10.0	870	2.0
1988	26	86.7	42,670	95.8
JANUARY	4	13.3	7,800	17.5
MARCH	14	46.7	26,347	59.2
DECEMBER	8	26.7	8,523	19.1
1989	1	3.3	1,000	2.2
DECEMBER	1	3.3	1,000	2.2
TOTAL	30	100.0	44,540	100.0

TABLE 2 DISTRIBUTION BY ECONOMIC REGION AND CENSUS DIVISION *

ECONOMIC REGION AND CENSUS DIVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
MEDICINE HAT	1	3.3	330	.7
CENSUS DIVISION NO. 1	1	3.3	330	.7
LETHBRIDGE	2	6.7	1,120	2.5
CENSUS DIVISION NO. 2	2	6.7	1,120	2.5
CALGARY / DRUMHELLER	5	16.7	7,723	17.3
CENSUS DIVISION NO. 6	5	16.7	7,723	17.3
RED DEER / WAINWRIGHT	1	3.3	450	1.0
CENSUS DIVISION NO. 8	1	3.3	450	1.0
EDMONTON / LLOYDMIN.	7	23.3	8,992	20.2
CENSUS DIVISION NO. 11	7	23.3	8,992	20.2
PEACE RIVER	1	3.3	125	.3
CENSUS DIVISION NO. 15	1	3.3	125	.3
ATHABASCA	1	3.3	345	.8
CENSUS DIVISION NO. 12	1	3.3	345	.8
PROVINCE WIDE	12	40.0	25,455	57.2
TOTAL	30	100.0	44,540	100.0

TABLE 3 DISTRIBUTION BY ECONOMIC REGION AND URBAN CENTRE **

ECONOMIC REGION AND URBAN CENTRE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
MEDICINE HAT	1	3.3	330	.7
MEDICINE HAT	1	3.3	330	.7
LETHBRIDGE	2	6.7	1,120	2.5
LETHBRIDGE	2	6.7	1,120	2.5
CALGARY / DRUMHELLER	5	16.7	7,723	17.3
CALGARY	5	16.7	7,723	17.3
RED DEER / WAINWRIGHT	1	3.3	450	1.0
RED DEER	1	3.3	450	1.0
EDMONTON / LLOYDMIN.	7	23.3	8,992	20.2
EDMONTON	6	20.0	8,692	19.5
PARKLAND COUNTY NO 31	1	3.3	300	.7
PEACE RIVER	1	3.3	125	.3
REMAINDER	1	3.3	125	.3
ATHABASCA	1	3.3	345	.8
FORT MCMURRAY	1	3.3	345	.8
PROVINCE WIDE	12	40.0	25,455	57.2
TOTAL	30	100.0	44,540	100.0

*For Explanation see Number 1 in the Definition at page VIII

**For Explanation see Number 2 in the Definition at page VIII

TABLE 4 UNIONS REPRESENTING EMPLOYEES COVERED BY AGREEMENTS

UNION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
A. U. P. E.	14	46.7	26,347	59.2
C. U. P. E.	9	30.0	9,945	22.3
EMPLOYEES ASSOCIATION	4	13.3	6,040	13.6
FIREFIGHTERS	3	10.0	2,208	5.0
TOTAL	30	100.0	44,540	100.0

TABLE 5 DURATION

DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
LESS THAN ONE YEAR	3	10.0	3,201	7.2
ONE YEAR	1	3.3	1,100	2.5
BETWEEN ONE AND TWO YEARS	15	50.0	30,834	69.2
TWO YEARS	4	13.3	2,010	4.5
BETWEEN TWO AND THREE YEARS	4	13.3	3,277	7.4
THREE YEARS	3	10.0	4,118	9.2
TOTAL	30	100.0	44,540	100.0

TABLE 6 SIZE OF BARGAINING UNITS COVERED

SIZE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
100 - 199 EMPLOYEES	2	6.7	245	.6
200 - 499 EMPLOYEES	7	23.3	2,454	5.5
500 - 999 EMPLOYEES	5	16.7	3,909	8.8
1,000 OR MORE EMPLOYEES	16	53.3	37,932	85.2
TOTAL	30	100.0	44,540	100.0

TABLE 7 TYPE OF BARGAINING UNIT COVERED*

TYPE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NON-OFFICE EMPLOYEES	17	56.7	18,271	41.0
OFFICE EMPLOYEES	3	10.0	14,253	32.0
NON-OFFICE AND OFFICE EMPLOYEES	7	23.3	10,215	22.9
OFFICE AND PROFESSIONAL EMPLOYEES	2	6.7	1,421	3.2
NON-OFFICE, OFFICE AND PROFESSIONAL EMPLOYEES	1	3.3	380	.9
TOTAL	30	100.0	44,540	100.0

TABLE 8 NON-DISCRIMINATION PROVISIONS

NON-DISCRIMINATION PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
UNION MEMBERSHIP	18	60.0	30,687	66.9
RACE, RELIGION, UNION MEMBERSHIP	1	3.3	300	.7
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP	1	3.3	120	.3
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP, SEX, AGE	1	3.3	988	2.2
RACE, RELIGION, NATIONALITY, SEX, AGE, UNION MEMBERSHIP, MARITAL STATUS	7	23.3	6,157	13.8
COMBINATION OF ANY PREJUDICES, INCLUDING SEXUAL PREFERANCE	1	3.3	2,788	6.3
OTHER	1	3.3	3,500	7.9
TOTAL	30	100.0	44,540	100.0

TABLE 9 MANAGEMENTS RIGHTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	6.7	2,088	4.7
GENERAL STATEMENT OF MANAGEMENT RIGHTS	6	20.0	8,955	20.1
GENERAL STATEMENT OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	20	66.7	29,547	66.3
ENUMERATED LIST OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	2	6.7	3,950	8.9
TOTAL	30	100.0	44,540	100.0

*For Explanation see Number 3 in the Definition at page VIII

TABLE 10 UNION MEMBERSHIP REQUIREMENTS *

MEMBERSHIP REQUIREMENTS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	43.3	17,218	38.7
UNION SHOP	2	6.7	857	1.9
MODIFIED UNION SHOP	13	43.3	25,835	58.0
MAINTENANCE OF MEMBERSHIP	2	6.7	630	1.4
TOTAL	30	100.0	44,540	100.0

TABLE 11 CHECK-OFF PAYMENTS

TYPE OF PAYMENT CHECK-OFF	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
DUES CHECK-OFF ONLY	26	86.7	39,969	89.7
DUES AND INITIATION FEES	2	6.7	795	1.8
DUES AND ASSESSMENTS	1	3.3	988	2.2
DUES, INITIATION FEES AND ASSESSMENTS	1	3.3	2,788	6.3
TOTAL	30	100.0	44,540	100.0

TABLE 12 UNION DUES CHECK-OFF

CHECK-OFF PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	3.3	512	1.1
COMPULSORY FOR ALL EMPLOYEES COVERED BY THE AGREEMENT	28	93.3	43,040	96.6
UNION DUES CHECK-OFF BUT NOT SPECIFIED WHETHER COMPULSORY OR VOLUNTARY	1	3.3	988	2.2
TOTAL	30	100.0	44,540	100.0

TABLE 13 PROBATIONARY PERIOD FOR NEWLY-HIRED EMPLOYEES

PROBATIONARY PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	3.3	1,140	2.6
3 MONTHS	3	10.0	5,945	13.3
4 MONTHS	1	3.3	450	1.0
6 MONTHS	9	30.0	18,652	41.9
12 MONTHS	5	16.7	5,246	11.8
18 MONTHS	1	3.3	1,100	2.5
VARIES BY OCCUPATION OR CLASSIFICATION	10	33.3	12,007	27.0
TOTAL	30	100.0	44,540	100.0

*For Explanation see Number 4 in the Definition at page VIII

TABLE 14 TYPE OF SENIORITY UNIT FOR LAYOFFS, PROMOTIONS, TRANSFERS

SENIORITY UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	53.3	29,969	67.3
COMPANY	2	6.7	425	1.0
DEPARTMENT	6	20.0	9,731	21.8
JOB OR OCCUPATIONAL CLASSIFICATION	1	3.3	1,140	2.6
COMBINATION OF COMPANY AND DEPARTMENT	1	3.3	330	.7
COMBINATION OF DEPARTMENT AND JOB OR OCCUPATIONAL CLASSIFICATION	1	3.3	120	.3
COMPANY, DEPARTMENT AND JOB OR OCCUPATIONAL CLASSIFICATION	1	3.3	2,100	4.7
NOT SPECIFIED	2	6.7	725	1.6
TOTAL	30	100.0	44,540	100.0

TABLE 15 RETENTION OF SENIORITY OR RECALL RIGHTS DURING LAY-OFF

RETENTION PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	16.7	3,790	8.5
3 MONTHS	1	3.3	380	.9
6 MONTHS	12	40.0	25,455	57.2
12 MONTHS	10	33.3	9,315	20.9
24 MONTHS	2	6.7	5,600	12.6
TOTAL	30	100.0	44,540	100.0

TABLE 16 ADVANCE NOTICE OF LAY-OFF

LENGTH OF NOTICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	26.7	10,700	24.0
7 CALENDAR DAYS	1	3.3	2,788	6.3
14 CALENDAR DAYS	13	43.3	27,555	61.9
10 WORKING DAYS/SHIFTS	1	3.3	125	.3
20 WORKING DAYS/SHIFTS	1	3.3	345	.8
30 WORKING DAYS/SHIFTS	3	10.0	1,892	4.2
2 WEEKS	2	6.7	685	1.5
OTHER	1	3.3	450	1.0
TOTAL	30	100.0	44,540	100.0

TABLE 17 PAY IN LIEU OF NOTICE OF LAY-OFF

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	73.3	37,605	84.4
7 DAYS PAY	1	3.3	2,788	6.3
10 DAYS PAY	3	10.0	2,737	6.1
15 DAYS PAY	1	3.3	380	.9
20 DAYS PAY	1	3.3	345	.8
TWO WEEKS PAY	2	6.7	685	1.5
TOTAL	30	100.0	44,540	100.0

TABLE 18 ADVANCE NOTICE OF TERMINATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	40.0	11,792	26.5
PROVISION EXISTS FOR ADVANCE NOTICE OR PAY IN LIEU OF NOTICE	18	60.0	32,748	73.5
TOTAL	30	100.0	44,540	100.0

TABLE 19 JOB POSTING

POSTING PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	15	50.0	28,683	64.4
5 CALENDAR DAYS	1	3.3	330	.7
7 CALENDAR DAYS	3	10.0	6,600	14.8
8 CALENDAR DAYS	2	6.7	3,143	7.1
10 CALENDAR DAYS	3	10.0	1,192	2.7
14 CALENDAR DAYS	1	3.3	1,100	2.5
5 WORKING DAYS/SHIFTS	4	13.3	3,372	7.6
NOT SPECIFIED	1	3.3	120	.3
TOTAL	30	100.0	44,540	100.0

TABLE 20 ROLE OF SENIORITY IN PROMOTIONS

SENIORITY IN PROMOTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	43.3	26,443	59.4
PRIMARY FACTOR	1	3.3	512	1.1
SECONDARY FACTOR	14	46.7	16,365	36.7
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	2	6.7	1,220	2.7
TOTAL	30	100.0	44,540	100.0

TABLE 21 ROLE OF SENIORITY IN TRANSFERS

SENIORITY IN TRANSFERS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	63.3	32,303	72.5
SOLE FACTOR	1	3.3	3,500	7.9
PRIMARY FACTOR	2	6.7	1,512	3.4
SECONDARY FACTOR	8	26.7	7,225	16.2
TOTAL	30	100.0	44,540	100.0

TABLE 22 ROLE OF SENIORITY IN LAY-OFFS

SENIORITY IN LAY-OFFS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	3.3	1,100	2.5
SOLE FACTOR	9	30.0	10,628	23.9
PRIMARY FACTOR	18	60.0	32,032	71.9
SECONDARY FACTOR	1	3.3	330	.7
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	1	3.3	450	1.0
TOTAL	30	100.0	44,540	100.0

TABLE 23 EMPLOYEE GRIEVANCE - INITIAL PRESENTATION

GRIEVANCE PRESENTED BY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
EMPLOYEE ONLY	13	43.3	25,835	58.0
EMPLOYEES WITH OR WITHOUT UNION REPRESENTATIVE	12	40.0	10,745	24.1
EMPLOYEE OR UNION REPRESENTATIVE	4	13.3	7,840	17.6
GRIEVANCE COMMITTEE ONLY	1	3.3	120	.3
TOTAL	30	100.0	44,540	100.0

TABLE 24 SPECIAL GRIEVANCE PROCEDURE - DISCIPLINE & DISMISSAL CASES

SPECIAL PROCEDURE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	33.3	13,135	29.5
NUMBER OF STEPS IN THE GRIEVANCE PROCEDURE IS REDUCED	17	56.7	30,323	68.1
NUMBER OF STEPS AND DURATION OF DELAYS BETWEEN STEPS IS REDUCED	1	3.3	512	1.1
OTHER	2	6.7	570	1.3
TOTAL	30	100.0	44,540	100.0

TABLE 25 GRIEVANCE ARBITRATION - NUMBER OF ARBITRATORS

NUMBER OF ARBITRATORS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
SPECIFIC PROVISION FOR SINGLE ARBITRATOR	1	3.3	125	.3
SPECIFIC PROVISION FOR PANEL/BOARD OF ARBITRATORS	8	26.7	4,950	11.1
PROVISION FOR SINGLE ARBITRATOR OR BOARD OF ARBITRATORS	21	70.0	39,465	88.6
TOTAL	30	100.0	44,540	100.0

TABLE 26 SCHEDULED WORK-WEEK (NUMBER OF DAYS)

DAYS PER WEEK	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FOUR DAYS A WEEK	2	6.7	3,143	7.1
FIVE DAYS A WEEK	25	83.3	39,909	89.6
WORK DAYS VARY FOR DIFFERENT GROUPS OF EMPLOYEES	2	6.7	1,108	2.5
WORK DAYS NOT SPECIFIED OR CANNOT BE DETERMINED	1	3.3	380	.9
TOTAL	30	100.0	44,540	100.0

TABLE 27 STANDARD DAILY HOURS *

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
7-1/4 HOURS	2	6.7	1,500	3.4
7-1/2 HOURS	1	3.3	2,452	5.5
7-3/4 HOURS	2	6.7	1,407	3.2
8 HOURS	6	20.0	8,265	18.6
9-1/2 HOURS	2	6.7	3,143	7.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	15	50.0	27,048	60.7
NOT SPECIFIED	2	6.7	725	1.6
TOTAL	30	100.0	44,540	100.0

TABLE 28 STANDARD OR AVERAGE WEEKLY HOURS

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
35 HOURS	1	3.3	2,452	5.5
36-1/4 HOURS	3	10.0	1,880	4.2
38 HOURS	2	6.7	3,143	7.1
38-3/4 HOURS	2	6.7	1,407	3.2
40 HOURS	7	23.3	8,610	19.3
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	15	50.0	27,048	60.7
TOTAL	30	100.0	44,540	100.0

TABLE 29 PAID MEAL PERIOD PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	60.0	32,189	72.3
MEAL PERIOD PAID TO ALL EMPLOYEES DURING REGULAR WORK SCHEDULE	2	6.7	1,430	3.2
MEAL PERIOD PAID ON OVERTIME WORK	6	20.0	9,157	20.6
2ND AND 3RD SHIFTS	1	3.3	125	.3
2ND AND 3RD SHIFT AND OVERTIME	1	3.3	345	.8
OTHER	2	6.7	1,294	2.9
TOTAL	30	100.0	44,540	100.0

*For Explanation see Number 5 in the Definition at page IX

TABLE 30 COMPRESSED WORK WEEK AND FLEXTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	26.7	10,520	23.6
PROVISION FOR COMPRESSED WORK-WEEK	5	16.7	2,840	6.4
PROVISION FOR BOTH FLEX-TIME AND COMPRESSED WORK-WEEK	16	53.3	30,192	67.8
OTHER	1	3.3	988	2.2
TOTAL	30	100.0	44,540	100.0

TABLE 31 OVERTIME RATE AFTER SCHEDULED DAILY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
TIME AND ONE-HALF	1	3.3	300	.7
TIME AND ONE-HALF INCREASED TO DOUBLE TIME AFTER 2 HOURS	2	6.7	2,168	4.9
DOUBLE TIME	5	16.7	1,920	4.3
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO 2.00 TIME/PAY AFTER 2 HOURS	11	36.7	23,543	52.9
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	8	26.7	11,373	25.5
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	6.7	1,736	3.9
OTHER	1	3.3	3,500	7.9
TOTAL	30	100.0	44,540	100.0

TABLE 32 OVERTIME RATE AFTER SCHEDULED WEEKLY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	53.3	27,963	62.8
TIME AND ONE-HALF	1	3.3	300	.7
DOUBLE TIME	4	13.3	1,795	4.0
EQUIV. TIME OFF OR PAY AT STRAIGHT TIME	1	3.3	636	1.4
1.50 TIME OFF OR PAY AT 1.50 TIME	2	6.7	4,116	9.2
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	4	13.3	5,366	12.0
OTHER	2	6.7	4,364	9.8
TOTAL	30	100.0	44,540	100.0

TABLE 33 OVERTIME RATE FOR SATURDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	28	93.3	43,790	98.3
TIME AND ONE-HALF	1	3.3	300	.7
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	1	3.3	450	1.0
TOTAL	30	100.0	44,540	100.0

TABLE 34 OVERTIME RATE FOR SUNDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	28	93.3	43,790	98.3
DOUBLE TIME	1	3.3	300	.7
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	1	3.3	450	1.0
TOTAL	30	100.0	44,540	100.0

TABLE 35 OVERTIME RATE ON SIXTH DAY (NOT SCHEDULED) *

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	16.7	5,225	11.7
TIME AND ONE-HALF	1	3.3	1,656	3.7
TIME AND ONE-HALF INCREASED TO DOUBLE TIME AFTER 8 HOURS	1	3.3	512	1.1
DOUBLE TIME	5	16.7	2,675	6.0
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO 2.00 TIME/PAY AFTER 7 1/4 HOURS	1	3.3	380	.9
INCREASED RATE VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	10	33.3	23,163	52.0
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	5	16.7	6,793	15.3
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.3	636	1.4
OTHER	1	3.3	3,500	7.9
TOTAL	30	100.0	44,540	100.0

*For Explanation see Number 6 in the Definition at page IX

TABLE 36 OVERTIME RATE ON SEVENTH DAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	16.7	5,225	11.7
DOUBLE TIME	7	23.3	4,843	10.9
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	16	53.3	30,336	68.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.3	636	1.4
OTHER	1	3.3	3,500	7.9
TOTAL	30	100.0	44,540	100.0

TABLE 37 PAYMENT FOR OR SUPPLY OF MEALS

AMOUNT OF PAYMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	28	93.3	43,055	96.7
$ 3.25 PER MEAL PAID AFTER 3 HOURS OF OVERTIME	1	3.3	1,140	2.6
AMOUNT NOT SPECIFIED, PAID AFTER 4 HOURS OF OVERTIME	1	3.3	345	.8
TOTAL	30	100.0	44,540	100.0

TABLE 38 RIGHT TO REFUSE OVERTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	83.3	37,145	83.4
PROVISION EXISTS	5	16.7	7,395	16.6
TOTAL	30	100.0	44,540	100.0

TABLE 39 PREMIUM PAY FOR WORK ON SCHEDULED SATURDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	76.7	34,478	77.4
AMOUNT PER HOUR				
$.25	1	3.3	512	1.1
$.40	1	3.3	125	.3
TIME RATE PAYMENT				
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.3	3,500	7.9
OTHER	4	13.3	5,925	13.3
TOTAL	30	100.0	44,540	100.0

TABLE 40 PREMIUM PAY FOR WORK ON SCHEDULED SUNDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	76.7	34,478	77.4
AMOUNT PER HOUR				
$.25	1	3.3	512	1.1
$.40	1	3.3	125	.3
TIME RATE PAYMENT				
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.3	3,500	7.9
OTHER	4	13.3	5,925	13.3
TOTAL	30	100.0	44,540	100.0

TABLE 41 SECOND SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	10.0	1,780	4.0
AMOUNT PER HOUR				
$.25	1	3.3	120	.3
$.28	1	3.3	636	1.4
$.35	2	6.7	3,830	8.6
$.40	6	20.0	8,960	20.1
$.45	2	6.7	2,088	4.7
$.50	5	16.7	16,412	36.8
$.75	8	26.7	9,264	20.8
$1.50	1	3.3	1,000	2.2
PER CENT OF WAGES				
6.0 PER CENT	1	3.3	450	1.0
TOTAL	30	100.0	44,540	100.0

TABLE 42 THIRD SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	13.3	3,980	8.9
AMOUNT PER HOUR				
$.15	1	3.3	1,100	2.5
$.25	1	3.3	120	.3
$.31	1	3.3	636	1.4
$.35	2	6.7	3,830	8.6
$.40	4	13.3	5,032	11.3
$.45	3	10.0	3,228	7.2
$.50	4	13.3	16,067	36.1
$.75	8	26.7	9,097	20.4
$1.50	1	3.3	1,000	2.2
PER CENT OF WAGES				
6.0 PER CENT	1	3.3	450	1.0
TOTAL	30	100.0	44,540	100.0

TABLE 43 SPLIT SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	29	96.7	44,185	99.2
AMOUNT PER HOUR				
$.30	1	3.3	355	.8
TOTAL	30	100.0	44,540	100.0

TABLE 44 PREMIUM PAY FOR DIRTY WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	15	50.0	13,933	31.3
AMOUNT PER HOUR				
$.40	2	6.7	3,830	8.6
$1.30	1	3.3	1,000	2.2
FLAT AMOUNT PER SHIFT				
$ 5.90 PER SHIFT	11	36.7	23,677	53.2
OTHER	1	3.3	2,100	4.7
TOTAL	30	100.0	44,540	100.0

TABLE 45 PREMIUM PAY FOR HAZARDOUS WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	53.3	14,787	33.2
AMOUNT PER HOUR				
$.40	1	3.3	3,500	7.9
$.50	1	3.3	1,756	3.9
FLAT AMOUNT PER SHIFT				
$ 5.90 PER SHIFT	1	3.3	1,714	3.8
NOT SPECIFIED	1	3.3	1,100	2.5
OTHER	10	33.3	21,683	48.7
TOTAL	30	100.0	44,540	100.0

TABLE 46 PREMIUM PAY FOR ABNORMAL WORKING CONDITIONS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	27	90.0	39,862	89.5
AMOUNT PER HOUR				
$.40	1	3.3	2,100	4.7
FLAT AMOUNT PER SHIFT				
$ 8.50 PER SHIFT	1	3.3	864	1.9
$25.00 PER SHIFT	1	3.3	1,714	3.8
TOTAL	30	100.0	44,540	100.0

TABLE 47 STAND-BY OR ON-CALL ADJUSTMENTS

PAY PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	26.7	9,435	21.2
PROVISION EXISTS	22	73.3	35,105	78.8
TOTAL	30	100.0	44,540	100.0

TABLE 48 REPORTING PAY GUARANTEES

MINIMUM GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	33.3	11,435	25.7
3.0 HOURS OF WORK OR PAY	13	43.3	25,967	58.3
4.0 HOURS OF WORK OR PAY	1	3.3	345	.8
VARIES DEPENDING ON WORK OR NOT	6	20.0	6,793	15.3
TOTAL	30	100.0	44,540	100.0

TABLE 49 CALL-BACK PAY GUARANTEES

MINIMUM GUARANTEE AND RATE OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
MINIMUM OF 2.0 HOURS AT DOUBLE TIME	13	43.3	15,653	35.1
MINIMUM OF 2.5 HOURS AT DOUBLE TIME	1	3.3	1,140	2.6
MINIMUM OF 3.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	1	3.3	1,656	3.7
MINIMUM OF 5.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	1	3.3	1,100	2.5
MINIMUM OF 2.0 HOURS AT APPLICABLE OVERTIME RATE	13	43.3	24,691	55.4
MINIMUM OF 4.0 HOURS, RATE NOT SPECIFIED	1	3.3	300	.7
TOTAL	30	100.0	44,540	100.0

TABLE 50 WAGE OR EMPLOYMENT GUARANTEES

GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	100.0	44,540	100.0
TOTAL	30	100.0	44,540	100.0

TABLE 51 PAY ON TEMPORARY TRANSFERS TO LOWER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	86.7	42,625	95.7
EMPLOYEE RETAINS HIS RATE FOR DURATION OF TRANSFER	2	6.7	795	1.8
EMPLOYEE RETAINS HIS RATE ONLY FOR A SPECIFED PERIOD	2	6.7	1,120	2.5
TOTAL	30	100.0	44,540	100.0

TABLE 52 PAY ON TEMPORARY TRANSFERS TO HIGHER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	6.7	455	1.0
EMPLOYEE PAID HIGHER RATE FOR DURATION OF TRANSFER	4	13.3	4,896	11.0
EMPLOYEE PAID HIGHER RATE ONLY AFTER A SPECIFIED PERIOD	23	76.7	37,089	83.3
EMPLOYEE PAID HIGHER RATE FROM START OF TRANSFER OR AFTER A PERIOD OF TIME	1	3.3	2,100	4.7
TOTAL	30	100.0	44,540	100.0

TABLE 53 PAID REST OR RELIEF PERIODS

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	20.0	7,258	16.3
2 PERIODS, 10 MINUTES EACH	1	3.3	300	.7
2 PERIODS, 15 MINUTES EACH	20	66.7	31,387	70.5
2 PERIODS, 20 MINUTES EACH	2	6.7	3,143	7.1
2 PERIODS, DURATION VARIES FOR MORNING AND AFTERNOON	1	3.3	2,452	5.5
TOTAL	30	100.0	44,540	100.0

TABLE 54 PAID CLEAN-UP OR CLOTHES CHANGING TIME

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	27	90.0	41,975	94.2
1 PERIOD 5 MINUTES EACH	1	3.3	345	.8
1 PERIOD 30 MINUTES EACH	1	3.3	120	.3
2 PERIODS, 10 MINUTES EACH	1	3.3	2,100	4.7
TOTAL	30	100.0	44,540	100.0

TABLE 55 NUMBER OF PAID HOLIDAYS

ANNUAL ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
10 FULL HOLIDAYS	3	10.0	3,220	7.2
11 FULL HOLIDAYS	5	16.7	3,138	7.0
11 FULL HOLIDAYS PLUS 1 HALF HOLIDAY	7	23.3	11,745	26.4
12 FULL HOLIDAYS	12	40.0	25,331	56.9
13 FULL HOLIDAYS	1	3.3	345	.8
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.3	125	.3
PROVISION FOR PAID HOLIDAYS BUT NUMBER NOT SPECIFIED	1	3.3	636	1.4
TOTAL	30	100.0	44,540	100.0

TABLE 56 YEAR-END HOLIDAY PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	29	96.7	43,904	98.6
PROVISION EXISTS	1	3.3	636	1.4
TOTAL	30	100.0	44,540	100.0

TABLE 57 SERVICE REQUIREMENTS FOR HOLIDAY PAY

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	73.3	36,555	82.1
30 CALENDAR DAYS	5	16.7	6,860	15.4
30 WORKING DAYS	2	6.7	780	1.8
1 MONTH	1	3.3	345	.8
TOTAL	30	100.0	44,540	100.0

TABLE 58 WORK REQUIREMENTS FOR HOLIDAY PAY

WORK REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	56.7	29,269	65.7
DAY BEFORE AND AFTER HOLIDAY	11	36.7	14,151	31.8
DAY BEFORE OR AFTER HOLIDAY	2	6.7	1,120	2.5
TOTAL	30	100.0	44,540	100.0

TABLE 59 LOSS OF HOLIDAY PAY - FAILURE TO REPORT FOR SCHEDULED WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	27	90.0	40,957	92.0
PROVISION EXISTS	3	10.0	3,583	8.0
TOTAL	30	100.0	44,540	100.0

TABLE 60 PAY FOR HOLIDAYS FALLING ON SATURDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	80.0	38,545	86.5
PRECEDING FRIDAY OFF WITH PAY	1	3.3	330	.7
FOLLOWING MONDAY OFF WITH PAY	2	6.7	2,100	4.7
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY	1	3.3	125	.3
ANOTHER DAY OFF WITH PAY	2	6.7	3,440	7.7
TOTAL	30	100.0	44,540	100.0

TABLE 61 PAY FOR HOLIDAYS FALLING ON SUNDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	80.0	38,545	86.5
FOLLOWING MONDAY OFF WITH PAY	3	10.0	2,430	5.5
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY	1	3.3	125	.3
ANOTHER DAY OFF WITH PAY	2	6.7	3,440	7.7
TOTAL	30	100.0	44,540	100.0

TABLE 62 COMPENSATION FOR HOLIDAYS FALLING WITHIN VACATION PERIOD

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	13.3	5,672	12.7
EXTRA DAYS VACATION WITH PAY	20	66.7	29,227	65.6
EXTRA DAYS PAY	2	6.7	2,088	4.7
EXTRA DAYS VACATION WITH PAY OR EXTRA DAYS PAY	4	13.3	7,553	17.0
TOTAL	30	100.0	44,540	100.0

TABLE 63 COMPENSATION FOR HOLIDAYS FALLING ON SCHEDULED DAYS OFF

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	16.7	7,165	16.1
EXTRA DAY OFF WITH PAY	17	56.7	30,157	67.7
EXTRA DAYS PAY	2	6.7	1,430	3.2
EXTRA DAY OFF OR EXTRA DAYS PAY	6	20.0	5,788	13.0
TOTAL	30	100.0	44,540	100.0

TABLE 64 COMPENSATION FOR WORK ON PAID HOLIDAYS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
DOUBLE TIME PLUS HOLIDAY PAY	9	30.0	8,145	18.3
DOUBLE TIME AND ONE-HALF PLUS HOLIDAY PAY	1	3.3	988	2.2
TIME AND ONE-HALF, PLUS ANOTHER DAY OFF WITH PAY	1	3.3	380	.9
TIME AND THREE-QUARTERS PLUS HOLIDAY PAY OR ANOTHER DAY OFF WITH PAY	1	3.3	512	1.1
TIME AND ONE-HALF OR TIME AND ONE-HALF OFF PLUS HOLIDAY PAY	12	40.0	25,455	57.2
DOUBLE TIME OR DOUBLE TIME OFF PLUS HOLIDAY PAY	3	10.0	4,340	9.7
VARIES WITH NUMBER OF HOURS WORKED OR FOR DIFFERENT HOLIDAYS	1	3.3	120	.3
OTHER	2	6.7	4,600	10.3
TOTAL	30	100.0	44,540	100.0

TABLE 65 LENGTH OF SERVICE FOR TWO WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	23.3	8,980	20.2
SIX MONTHS BUT LESS THAN ONE YEAR	14	46.7	26,324	59.1
1 YEAR	6	20.0	4,672	10.5
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	6.7	3,424	7.7
OTHER	1	3.3	1,140	2.6
TOTAL	30	100.0	44,540	100.0

*For Explanation see Number 7 in the Definition at page IX

TABLE 66 LENGTH OF SERVICE FOR THREE WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	3.3	2,100	4.7
1 YEAR	19	63.3	32,356	72.6
2 YEARS	6	20.0	7,060	15.9
3 YEARS	2	6.7	1,400	3.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	6.7	1,624	3.6
TOTAL	30	100.0	44,540	100.0

TABLE 67 LENGTH OF SERVICE FOR FOUR WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	3.3	2,100	4.7
5 YEARS	1	3.3	345	.8
7 YEARS	3	10.0	1,455	3.3
8 YEARS	17	56.7	34,901	78.4
9 YEARS	4	13.3	3,348	7.5
10 YEARS	3	10.0	1,755	3.9
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.3	636	1.4
TOTAL	30	100.0	44,540	100.0

TABLE 68 LENGTH OF SERVICE FOR FIVE WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	6.7	2,400	5.4
10 YEARS	1	3.3	345	.8
14 YEARS	1	3.3	330	.7
17 YEARS	2	6.7	245	.6
18 YEARS	17	56.7	31,801	71.4
19 YEARS	2	6.7	2,088	4.7
20 YEARS	4	13.3	6,695	15.0
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.3	636	1.4
TOTAL	30	100.0	44,540	100.0

*For Explanation see Number 7 in the Definition at page IX

TABLE 69 LENGTH OF SERVICE FOR SIX WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	53.3	28,236	63.4
15 YEARS	1	3.3	345	.8
23 YEARS	1	3.3	330	.7
24 YEARS	2	6.7	3,950	8.9
25 YEARS	6	20.0	8,823	19.8
26 YEARS	1	3.3	1,100	2.5
27 YEARS	1	3.3	120	.3
29 YEARS	1	3.3	1,000	2.2
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.3	636	1.4
TOTAL	30	100.0	44,540	100.0

TABLE 70 MAXIMUM PAID VACATION*

MAXIMUM VACATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	3.3	2,100	4.7
FOUR WEEKS	1	3.3	300	.7
FIVE WEEKS	14	46.7	25,836	58.0
SIX WEEKS	11	36.7	13,540	30.4
SEVEN WEEKS	2	6.7	2,128	4.8
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.3	636	1.4
TOTAL	30	100.0	44,540	100.0

TABLE 71 PAY IN LIEU OF VACATIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	28	93.3	43,559	97.8
PROVISION EXISTS	2	6.7	981	2.2
TOTAL	30	100.0	44,540	100.0

*For Explanation see Number 7 in the Definition at page IX

TABLE 72 PAID SICK LEAVE (CASUAL ILLNESS) *

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	30.0	13,191	29.6
CASUAL ILLNESS LEAVE	2	6.7	2,577	5.8
COMBINATION CASUAL AND GENERAL ILLNESS LEAVE	19	63.3	28,772	64.6
TOTAL	30	100.0	44,540	100.0

TABLE 73 SERVICE REQUIREMENTS FOR PAID SICK LEAVE *

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	46.7	17,785	39.9
1 MONTHS	13	43.3	25,800	57.9
3 MONTHS	1	3.3	380	.9
4 MONTHS	1	3.3	450	1.0
6 MONTHS	1	3.3	125	.3
TOTAL	30	100.0	44,540	100.0

TABLE 74 AMOUNT OF PAID SICK LEAVE *

AMOUNT OF LEAVE PER YEAR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	36.7	16,643	37.4
5 DAYS	1	3.3	380	.9
9 DAYS	1	3.3	450	1.0
10 DAYS	12	40.0	25,455	57.2
18 DAYS	4	13.3	1,100	2.5
VARIES WITH LENGTH OF SERVICE	1	3.3	512	1.1
TOTAL	30	100.0	44,540	100.0

*For Explanation see Number 8 in the Definition at page IX

TABLE 75 MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE *

MAXIMUM ACCUMULATION ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	40.0	17,155	38.5
60 - 89 DAYS	2	6.7	830	1.9
90 - 119 DAYS	13	43.3	25,755	57.8
120 - 149 DAYS	2	6.7	470	1.1
180 - 209 DAYS	1	3.3	330	.7
TOTAL	30	100.0	44,540	100.0

TABLE 76 PAYMENT OF UNUSED SICK LEAVE ON TERMINATION OF EMPLOYMENT *

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	100.0	44,540	100.0
TOTAL	30	100.0	44,540	100.0

TABLE 77 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON TERMINATION*

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	100.0	44,540	100.0
TOTAL	30	100.0	44,540	100.0

TABLE 78 PAYMENT FOR UNUSED SICK LEAVE ON RETIREMENT*

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	29	96.7	44,240	99.3
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT 25.0 PER CENT	1	3.3	300	.7
TOTAL	30	100.0	44,540	100.0

TABLE 79 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON RETIREMENT*

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	29	96.7	44,240	99.3
23 DAYS	1	3.3	300	.7
TOTAL	30	100.0	44,540	100.0

*For Explanation see Number 8 in the Definition at page IX

TABLE 80 PAYMENT FOR UNUSED SICK LEAVE ON DEATH *

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	100.0	44,540	100.0
TOTAL	30	100.0	44,540	100.0

TABLE 81 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID FOR ON DEATH *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	100.0	44,540	100.0
TOTAL	30	100.0	44,540	100.0

TABLE 82 INJURY PAY PROVISIONS **

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	56.7	16,633	37.3
PROVISION EXISTS	13	43.3	27,907	62.7
TOTAL	30	100.0	44,540	100.0

TABLE 83 WORKERS COMPENSATION PAY SUPPLEMENTS

AMOUNT OF SUPPLEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	33.3	10,341	23.2
FULL DIFFERENCE BETWEEN REGULAR PAY AND COMPENSATION PAY	17	56.7	32,699	73.4
FULL DIFFERENCE FOR A PERIOD OF TIME AND PART OF DIFFERENCE THEREAFTER	2	6.7	1,380	3.1
OTHER	1	3.3	120	.3
TOTAL	30	100.0	44,540	100.0

*For Explanation see Number 8 in the Definition at page IX

**For Explanation see Number 9 in the Definition at page IX

TABLE 84 MAXIMUM PERIOD OF WORKERS COMPENSATION PAY SUPPLEMENTS

MAXIMUM PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	40.0	10,911	24.5
4 MONTHS	12	40.0	25,455	57.2
24 MONTHS	1	3.3	330	.7
UNTIL TERMIN., RETIREMNT OR COMMENCEMNT	1	3.3	3,500	7.9
NOT SPECIFIED	2	6.7	3,452	7.8
OTHER	2	6.7	892	2.0
TOTAL	30	100.0	44,540	100.0

TABLE 85 PAID JURY DUTY LEAVE

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	13.3	4,425	9.9
DIFFERENCE BETWEEN REGULAR PAY AND JURY FEES	24	80.0	37,261	83.7
NOT SPECIFIED	1	3.3	1,140	2.6
OTHER	1	3.3	1,714	3.8
TOTAL	30	100.0	44,540	100.0

TABLE 86 PAID BEREAVEMENT LEAVE

MAXIMUM NUMBER OF DAYS ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	10.0	4,340	9.7
IMMEDIATE FAMILY ONLY 4.0 DAYS	2	6.7	3,440	7.7
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE OR OTHER RELATIVES	1	3.3	330	.7
4.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE OR OTHER RELATIVES	1	3.3	355	.8
5.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE OR OTHER RELATIVES	1	3.3	380	.9
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, .5 DAYS FOR CLOSE RELATIVES AND 2.0 DAYS FOR ADD TRAVEL TIME	1	3.3	300	.7
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, .5 DAYS FOR CLOSE RELATIVES AND LEAVE FOR OTHER RELATIVES AT EMPLOYERS DISCRETION	1	3.3	1,100	2.5
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE RELATIVES AND LEAVE FOR OTHER RELATIVES AT EMPLOYERS DISCRETION	1	3.3	3,500	7.9
3.0 DAYS BASIC LEAVE WITH 2.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	17	56.7	27,662	62.1
4.0 DAYS BASIC LEAVE WITH 1.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	1	3.3	345	.8
NOT SPECIFIED	1	3.3	2,788	6.3
TOTAL	30	100.0	44,540	100.0

TABLE 87 SERVICE REQUIREMENTS FOR MATERNITY LEAVE

SERVICE REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	20.0	5,958	13.4
3 MONTHS	2	6.7	4,600	10.3
6 MONTHS	5	16.7	6,170	13.9
12 MONTHS	17	56.7	27,812	62.4
TOTAL	30	100.0	44,540	100.0

TABLE 88 LENGTH OF MATERNITY LEAVE

LENGTH OF LEAVE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	16.7	5,628	12.6
24 WEEKS	23	76.7	37,792	84.8
40 WEEKS	2	6.7	1,120	2.5
TOTAL	30	100.0	44,540	100.0

TABLE 89 SENIORITY STATUS DURING MATERNITY LEAVE

SENIORITY STATUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	70.0	33,200	74.5
SENIORITY RETAINED UP TO TIME MATERNITY LEAVE BEGINS	9	30.0	11,340	25.5
TOTAL	30	100.0	44,540	100.0

TABLE 90 MATERNITY LEAVE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	26.7	6,645	14.9
MATERNITY LEAVE PLAN EXISTS	22	73.3	37,895	85.1
TOTAL	30	100.0	44,540	100.0

TABLE 91 LEAVE OF ABSENCE FOR FULL-TIME UNION DUTIES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	66.7	32,754	73.5
PROVISION EXISTS	10	33.3	11,786	26.5
TOTAL	30	100.0	44,540	100.0

TABLE 92 LEAVE OF ABSENCE FOR UNION FUNCTIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	16.7	5,588	12.5
PROVISION EXISTS	25	83.3	38,952	87.5
TOTAL	30	100.0	44,540	100.0

TABLE 93 PAID LEAVE OF ABSENCE FOR PERSONAL REASONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	23.3	6,195	13.9
PATERNITY	6	20.0	7,703	17.3
CITIZENSHIP	1	3.3	3,500	7.9
PATERNITY AND MOVING	1	3.3	450	1.0
PATERNITY AND FAMILY ILLNESS	1	3.3	345	.8
MOVING AND FAMILY ILLNESS	1	3.3	380	.9
PATERNITY,CITIZENSHIP AND FAMILY ILLNESS	1	3.3	512	1.1
PATERNITY, MOVING, CITIZENSHIP AND FAMILY ILLNESS	12	40.0	25,455	57.2
TOTAL	30	100.0	44,540	100.0

TABLE 94 LEAVE OF ABSENCE FOR EDUCATIONAL PURPOSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	40.0	11,990	26.9
LEAVE WITHOUT PAY	11	36.7	24,819	55.7
LEAVE WITH PARTIAL PAY	1	3.3	636	1.4
LEAVE WITH FULL PAY	5	16.7	6,715	15.1
LEAVE FOR EDUCATIONAL PURPOSES PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY	1	3.3	380	.9
TOTAL	30	100.0	44,540	100.0

TABLE 95 GRIEVANCE AND ARBITRATION PAY PROVISIONS *

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	30.0	10,722	24.1
GRIEVANCE PAY ONLY	19	63.3	33,013	74.1
GRIEVANCE AND ARBITRATION PAY	2	6.7	805	1.8
TOTAL	30	100.0	44,540	100.0

*For Explanation see Number 10 in the Definition at page IX

TABLE 96 NEGOTIATION PAY PROVISIONS *

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	70.0	37,808	84.9
PROVISION EXISTS	9	30.0	6,732	15.1
TOTAL	30	100.0	44,540	100.0

TABLE 97 DANGEROUS WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	100.0	44,540	100.0
TOTAL	30	100.0	44,540	100.0

TABLE 98 LABOUR MANAGEMENT SAFETY COMMITTEES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	30.0	9,753	21.9
PROVISION EXISTS	21	70.0	34,787	78.1
TOTAL	30	100.0	44,540	100.0

TABLE 99 SAFETY COMMITTEE PAY PROVISIONS

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	46.7	14,838	33.3
PROVISION EXISTS	16	53.3	29,702	66.7
TOTAL	30	100.0	44,540	100.0

TABLE 100 LABOUR-MANAGEMENT COMMITTEE

COMMITTEE PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	30.0	8,910	20.0
PROVISION FOR COMMITTEE WITH ONLY GENERAL STATEMENT OF ITS PURPOSE	20	66.7	33,178	74.5
PROVISION FOR COMMITTEE BUT RESTRICTED TO DISCUSSING A SPECIFIC LIST OF ITEMS	1	3.3	2,452	5.5
TOTAL	30	100.0	44,540	100.0

*For Explanation see Number 11 in the Definition at page IX

TABLE 101 ALLOWANCES FOR SAFETY SHOES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	60.0	24,384	54.7
SAFETY SHOES SUPPLIED AT NO COST TO EMPLOYEE	2	6.7	2,088	4.7
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF SAFETY SHOES	10	33.3	18,068	40.6
TOTAL	30	100.0	44,540	100.0

TABLE 102 ALLOWANCES FOR SAFETY GLASSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	100.0	44,540	100.0
TOTAL	30	100.0	44,540	100.0

TABLE 103 SUPPLY OF OR ALLOWANCES FOR WORK CLOTHING OR UNIFORMS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	26.7	9,101	20.4
SUPPLIED AT NO COST TO EMPLOYEES	21	70.0	35,084	78.8
EMPLOYER MAKES A MONETARY ALLOWANCE	1	3.3	355	.8
TOTAL	30	100.0	44,540	100.0

TABLE 104 MAINTENANCE OF WORK CLOTHING

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	46.7	26,510	59.5
MAINTAINED AT NO COST TO EMPLOYEES	11	36.7	11,988	26.9
EMPLOYER MAKES MONETARY ALLOWANCE FOR MAINTENANCE OF WORK CLOTHING	5	16.7	6,042	13.6
TOTAL	30	100.0	44,540	100.0

TABLE 105 ALLOWANCE FOR TOOLS

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	73.3	35,676	80.1
TOOLS SUPPLIED AT NO COST TO EMPLOYEE	1	3.3	345	.8
TOOLS REPLACED AT NO COST TO EMPLOYEE	1	3.3	1,756	3.9
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF TOOLS	6	20.0	6,763	15.2
TOTAL	30	100.0	44,540	100.0

TABLE 106 MEAL, LODGING AND PER DIEM ALLOWANCES ON TRAVEL STATUS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	53.3	18,375	41.3
MEAL AND LODGING ALLOWANCE, OR MEAL AND LODGING SUPPLIED	13	43.3	25,835	58.0
OTHER	1	3.3	330	.7
TOTAL	30	100.0	44,540	100.0

TABLE 107 TRAVEL TIME PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	86.7	38,360	86.1
PAY FOR TRAVEL TIME DIRECTLY RELATED TO THE JOB	2	6.7	3,830	8.6
PORTAL TO PORTAL PAY AND PAY FOR TRAVEL TIME DEIRECTLY RELATED TO THE JOB	1	3.3	636	1.4
OTHER	1	3.3	1,714	3.8
TOTAL	30	100.0	44,540	100.0

TABLE 108 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	27	90.0	41,660	93.5
OTHER	3	10.0	2,880	6.5
TOTAL	30	100.0	44,540	100.0

TABLE 109 APPRENTICESHIP TRAINING PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	80.0	37,557	84.3
PROVISION EXISTS	6	20.0	6,983	15.7
TOTAL	30	100.0	44,540	100.0

TABLE 110 APPRENTICESHIP TO JOURNEYMEN RATIO

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	29	96.7	42,440	95.3
ONE TO TWO	1	3.3	2,100	4.7
TOTAL	30	100.0	44,540	100.0

TABLE 111 ON-THE-JOB TRAINING PROVISIONS *

PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	63.3	32,006	71.9
TRAINING FOR BARGAINING UNIT EMPLOYEES	11	36.7	12,534	28.1
TOTAL	30	100.0	44,540	100.0

TABLE 112 SEVERANCE PAY & LAY-OFF BENEFIT PLANS (OTHER THAN SUB)**

PLAN	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	28	93.3	41,372	92.9
SEVERANCE PAY PLAN	1	3.3	380	.9
SEVERANCE PAY AND LAY-OFF BENEFIT PLANS	1	3.3	2,788	6.3
TOTAL	30	100.0	44,540	100.0

TABLE 113 SUPPLEMENTAL UNEMPLOYMENT BENEFIT (S.U.B.) PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	100.0	44,540	100.0
TOTAL	30	100.0	44,540	100.0

*For Explanation see Number 12 in the Definition at page IX

**For Explanation see Number 13 in the Definition at page X

TABLE 114 RESTRICTIONS ON MOONLIGHTING

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	28	93.3	39,940	89.7
PROVISION EXISTS	2	6.7	4,600	10.3
TOTAL	30	100.0	44,540	100.0

TABLE 115 RESTRICTIONS ON WORK BY NON-BARGAINING UNIT EMPLOYEES

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	27	90.0	42,865	96.2
PROVISION EXISTS	3	10.0	1,675	3.8
TOTAL	30	100.0	44,540	100.0

TABLE 116 RESTRICTIONS ON CONTRACTING OUT

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	83.3	38,020	85.4
PROVISION EXISTS	5	16.7	6,520	14.6
TOTAL	30	100.0	44,540	100.0

TABLE 117 TECHNOLOGICAL CHANGE - ADVANCE NOTICE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	76.7	35,380	79.4
6 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	1	3.3	345	.8
NOT SPECIFIED	6	20.0	8,815	19.8
TOTAL	30	100.0	44,540	100.0

TABLE 118 TECHNOLOGICAL CHANGE - CONSULTATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	83.3	38,480	86.4
PROVISION EXISTS	5	16.7	6,060	13.6
TOTAL	30	100.0	44,540	100.0

TABLE 119 TECHNOLOGICAL CHANGE - TRAINING BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	73.3	33,530	75.3
PROVISION EXISTS	8	26.7	11,010	24.7
TOTAL	30	100.0	44,540	100.0

TABLE 120 TECHNOLOGICAL CHANGE - ATTRITION ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	100.0	44,540	100.0
TOTAL	30	100.0	44,540	100.0

TABLE 121 TECHNOLOGICAL CHANGE - INCOME PROTECTION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	28	93.3	39,300	88.2
PROVISION EXISTS	2	6.7	5,240	11.8
TOTAL	30	100.0	44,540	100.0

TABLE 122 TECHNOLOGICAL CHANGE - JOINT AUTOMATION COMMITTEE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	100.0	44,540	100.0
TOTAL	30	100.0	44,540	100.0

TABLE 123 TECHNOLOGICAL CHANGE - RELOCATION ALLOWANCES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	100.0	44,540	100.0
TOTAL	30	100.0	44,540	100.0

TABLE 124 TECHNOLOGICAL CHANGE - TRANSFER ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	28	93.3	41,407	93.0
PROVISION EXISTS	2	6.7	3,133	7.0
TOTAL	30	100.0	44,540	100.0

TABLE 125 TECHNOLOGICAL CHANGE - ADVANCE NOTICE OF LAY-OFF

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	100.0	44,540	100.0
TOTAL	30	100.0	44,540	100.0

TABLE 126 TECHNOLOGICAL CHANGE - SEVERANCE PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	28	93.3	41,407	93.0
PROVISION EXISTS	2	6.7	3,133	7.0
TOTAL	30	100.0	44,540	100.0

TABLE 127 TECHNOLOGICAL CHANGE - ARBITRATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	29	96.7	44,195	99.2
PROVISION EXISTS	1	3.3	345	.8
TOTAL	30	100.0	44,540	100.0

TABLE 128 ADVANCE NOTICE OF PLANT CLOSING OR RELOCATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	100.0	44,540	100.0
TOTAL	30	100.0	44,540	100.0

TABLE 129 JOB EVALUATION AND UNION PARTICIPATION IN CLASSIFICATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	23.3	7,536	16.9
FORMAL JOB EVALUATION PLAN	5	16.7	4,689	10.5
JOINT UNION-MANAGEMENT PARTICIPATION IN JOB CLASSIFICATION ON AD HOC BASIS	17	56.7	31,865	71.5
JOINT UNION-MANAGEMENT PARTICIPATION IN JOB CLASSIFICATION ON FORMAL BASIS	1	3.3	450	1.0
TOTAL	30	100.0	44,540	100.0

TABLE 130 GRIEVANCE OF JOB CLASSIFICATION OR RE-CLASSIFICATION

GRIEVANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	46.7	13,090	29.4
PROVISION EXISTS	16	53.3	31,450	70.6
TOTAL	30	100.0	44,540	100.0

TABLE 131 EQUAL PAY FOR WORK OF EQUAL VALUE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	86.7	39,972	89.7
PROVISION FOR EQUAL PAY FOR EQUAL WORK	3	10.0	1,780	4.0
PROVISION FOR EQUAL PAY FOR WORK OF EQUAL VALUE	1	3.3	2,788	6.3
TOTAL	30	100.0	44,540	100.0

TABLE 132 FREQUENCY OF COST-OF-LIVING ADJUSTMENTS

FREQUENCY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	80.0	36,627	82.2
AUTOMATIC MONTHLY ADJUSTMENTS	1	3.3	1,000	2.2
AUTOMATIC ANNUAL ADJUSTMENTS	2	6.7	5,240	11.8
ONE ADJUSTMENT DURING TERM OF AGREEMENT	1	3.3	330	.7
ADJUSTMENTS TIED TO A SPECIFIC CHANGE IN THE CONSUMER PRICE INDEX	1	3.3	988	2.2
OTHER	1	3.3	355	.8
TOTAL	30	100.0	44,540	100.0

TABLE 133

AMOUNT OF COST-OF-LIVING ADJUSTMENTS

AMOUNT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	80.0	36,627	82.2
PERCENTAGE ADJUSTMENTS CAN NOT BE EASILY TABULATED	1	3.3	988	2.2
COST-OF-LIVING ADJUSTMENTS TIED TO INDEXES OTHER THAN THE C.P.I.	2	6.7	5,240	11.8
OTHER	3	10.0	1,685	3.8
TOTAL	30	100.0	44,540	100.0

TABLE 134

ATTENDANCE OR CONTINUOUS SERVICE BONUS

BONUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	66.7	24,772	55.6
CONTINUOUS SERVICE BONUS ONLY	10	33.3	19,768	44.4
TOTAL	30	100.0	44,540	100.0

TABLE 135

EMPLOYER CONTRIBUTION TO BASIC MEDICAL & HOSPITAL PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	23.3	10,923	24.5
33.3 PER CENT	1	3.3	300	.7
50.0 PER CENT	16	53.3	30,947	69.5
70.0 PER CENT	2	6.7	675	1.5
75.0 PER CENT	1	3.3	125	.3
100.0 PER CENT	2	6.7	1,120	2.5
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.3	450	1.0
TOTAL	30	100.0	44,540	100.0

TABLE 136 SPECIALIZED INSURANCE BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	26.7	11,223	25.2
DENTAL CARE PLAN ONLY	20	66.7	29,487	66.2
PRESCRIPTION DRUG PLAN AND DENTAL CARE PLAN	1	3.3	3,500	7.9
COMBINATION OF THREE PLANS	1	3.3	330	.7
TOTAL	30	100.0	44,540	100.0

TABLE 137 MAJOR MEDICAL OR COMPREHENSIVE BENEFIT PLANS *

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	28	93.3	39,940	89.7
PROVISION EXISTS	2	6.7	4,600	10.3
TOTAL	30	100.0	44,540	100.0

TABLE 138 EMPLOYER CONTRIBUTIONS TO LIFE INSURANCE PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	23.3	8,771	19.7
50.0 PER CENT	2	6.7	4,600	10.3
60.0 PER CENT	2	6.7	1,120	2.5
63.0 PER CENT	1	3.3	380	.9
66.6 PER CENT	13	43.3	25,967	58.3
70.0 PER CENT	1	3.3	345	.8
75.0 PER CENT	1	3.3	125	.3
100.0 PER CENT	1	3.3	330	.7
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.3	450	1.0
NOT SPECIFIED	1	3.3	2,452	5.5
TOTAL	30	100.0	44,540	100.0

*For Explanation see Number 14 in the Definition at page X

TABLE 139 AMOUNT OF BENEFITS PROVIDED IN LIFE INSURANCE PLANS

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	23.3	8,771	19.7
VARIES WITH INCOME OR JOB CLASSIFICATION	18	60.0	31,235	70.1
VARIES WITH LENGTH OF SERVICE	1	3.3	1,100	2.5
NOT SPECIFIED	3	10.0	2,922	6.6
OTHER	1	3.3	512	1.1
TOTAL	30	100.0	44,540	100.0

TABLE 140 EMPLOYER CONTRIBUTIONS TO A. D. & D. INSURANCE

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	36.7	14,720	33.0
66.6 PER CENT	13	43.3	25,967	58.3
75.0 PER CENT	1	3.3	125	.3
100.0 PER CENT	1	3.3	380	.9
NOT SPECIFIED	4	13.3	3,348	7.5
TOTAL	30	100.0	44,540	100.0

TABLE 141 AMOUNT OF BENEFITS PROVIDED IN A. D. & D. INSURANCE

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	36.7	14,720	33.0
VARIES WITH INCOME OR JOB CLASSIFICATION	16	53.3	28,083	63.1
VARIES WITH LENGTH OF SERVICE	1	3.3	1,100	2.5
NOT SPECIFIED	1	3.3	125	.3
OTHER	1	3.3	512	1.1
TOTAL	30	100.0	44,540	100.0

TABLE 142 EMPLOYER CONTRIB. TO WEEKLY SICKNESS & ACCIDENT INDEMNITY

AMOUNT OF PREMIUM CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	80.0	36,023	80.9
70.0 PER CENT	1	3.3	345	.8
75.0 PER CENT	2	6.7	4,600	10.3
100.0 PER CENT	1	3.3	1,000	2.2
NOT SPECIFIED	2	6.7	2,572	5.8
TOTAL	30	100.0	44,540	100.0

TABLE 143 AMOUNT OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	80.0	36,023	80.9
EXPRESSED AS PERCENT OF WAGES	1	3.3	1,000	2.2
VARIES WITH INCOME OR JOB CLASSIFICATION	1	3.3	1,100	2.5
VARIES WITH SEX OR WITH SEX AND INCOME	1	3.3	3,500	7.9
NOT SPECIFIED	3	10.0	2,917	6.5
TOTAL	30	100.0	44,540	100.0

TABLE 144 MAXIMUM DURATION OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

MAXIMUM DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	80.0	36,023	80.9
26 WEEKS	1	3.3	1,000	2.2
39 WEEKS	1	3.3	120	.3
104 WEEKS	1	3.3	1,100	2.5
VARIES WITH LENGTH OF SERVICE	1	3.3	3,500	7.9
NOT SPECIFIED	2	6.7	2,797	6.3
TOTAL	30	100.0	44,540	100.0

TABLE 145 LONG TERM DISABILITY BENEFIT PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	26.7	9,333	21.0
PROVISION EXISTS	22	73.3	35,207	79.0
TOTAL	30	100.0	44,540	100.0

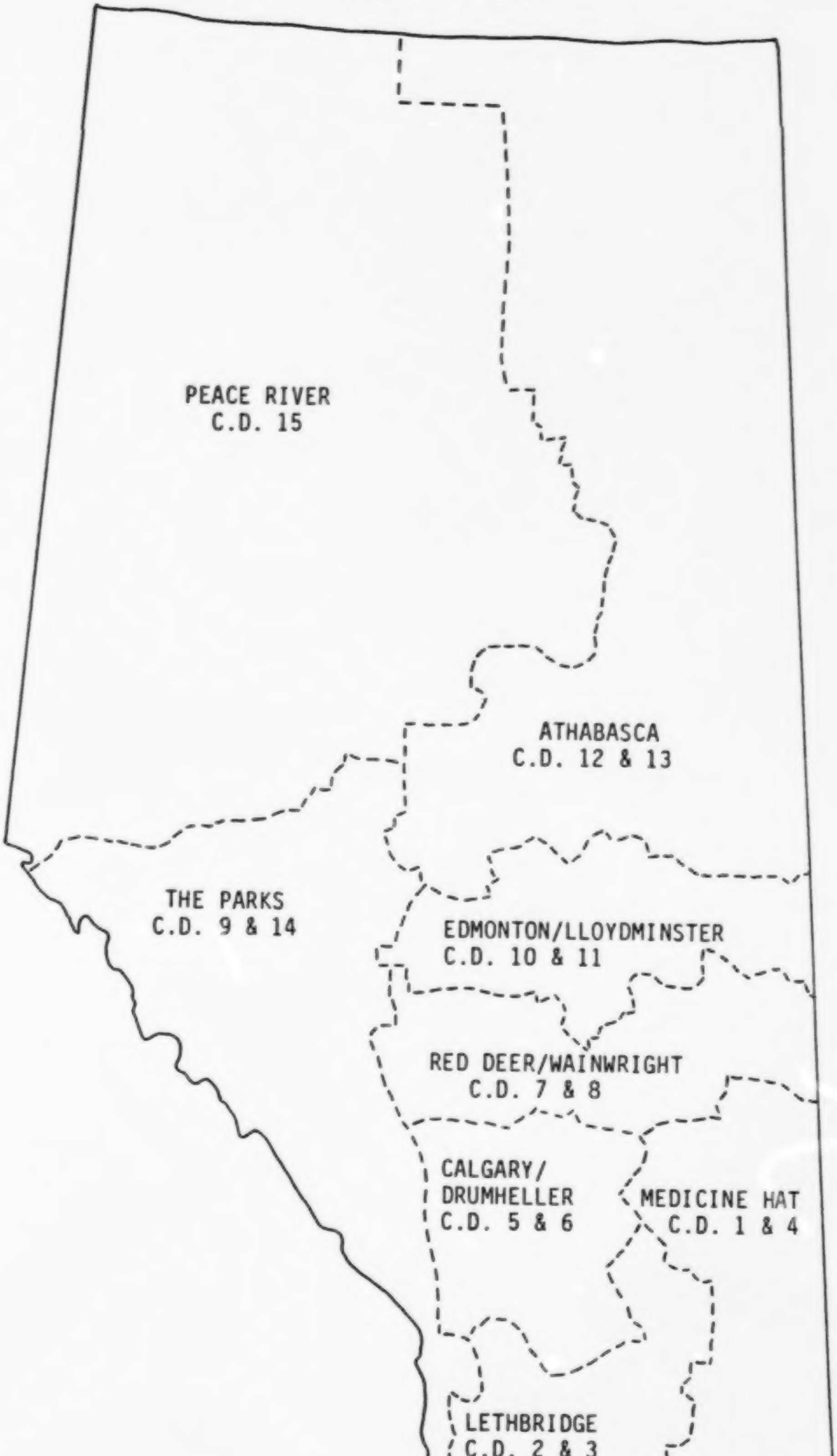
TABLE 146 EMPLOYER CONTRIBUTIONS TO NON-SPECIFIED EMPLOYEE BENEFITS

PERCENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	43.3	13,514	30.3
80.0 PER CENT	1	3.3	300	.7
100.0 PER CENT	12	40.0	25,455	57.2
NOT SPECIFIED	4	13.3	5,271	11.8
TOTAL	30	100.0	44,540	100.0

TABLE 147 PENSION PLANS

FINANCING ARRANGEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	63.3	32,220	72.3
NON-CONTRIBUTORY	2	6.7	1,108	2.5
CONTRIBUTORY	4	13.3	2,815	6.3
NOT SPECIFIED	5	16.7	8,397	18.9
TOTAL	30	100.0	44,540	100.0

ECONOMIC REGIONS


PEACE RIVER
C.D. 15
ATHABASCA
C.D. 12 & 13
THE PARKS
C.D. 9 & 14
EDMONTON/LLOYDMINSTER
C.D. 10 & 11
RED DEER/WAINWRIGHT
C.D. 7 & 8
CALGARY/
DRUMHELLER
C.D. 5 & 6
MEDICINE HAT
C.D. 1 & 4
LETHBRIDGE
C.D. 2 & 3

APPENDIX II

List of Collective Agreements Included in the Report By Industry

MINING

ANTHES EQUIPMENT LTD-SUNCOR & SYNCRUDE	EDMONTON	MULTI-UNION
CARDINAL RIVER COALS LTD	LUSCAR	MINE WORKERS
GREGG RIVER RESOURCES LTD	GREGG RIVER	OPERATING ENGINEERS
LUSCAR STERCO (1977) LTD	COAL VALLEY & EDSON	OPERATING ENGINEERS
MANALTA COAL LTD	WABAMUN AND SUNDANCE	C.L.C. DIRECTLY CHARTERED
SHELL CANADA LIMITED WATERTON GAS PLANT	PINCHER CREEK	ENERGY & CHEMICAL WORKERS
SMOKY RIVER COAL LTD	GRANDE CACHE	STEELWORKERS
SUNCOR INC. RESOURCES GP(OIL SANDS DIV)	FORT MCMURRAY	ENERGY & CHEMICAL WORKERS
TARSANDS OVERBURDEN CONTRACTORS ASSOC.	EDMONTON	OPERATING ENGINEERS

MANUFACTURING

ALBERTA SUGAR COMPANY	TABER	C.L.C. DIRECTLY CHARTERED
ALPHA MILK COMPANY FLUID MILK DIV	INTER-CITY	TEAMSTERS
ATCO COMPANIES	CALGARY	CARPENTERS
BARBER INDUSTRIES	CALGARY	BOILERMAKERS
BRITISH COLUMBIA FOREST PRO (SAWMILL)	GRANDE CACHE	WOODWORKERS
BUILDING PRODUCTS OF CANADA LIMITED	EDMONTON	ENERGY & CHEMICAL WORKERS
BURNS MEATS LTD (CANADIAN DRES. MEATS)	LETHBRIDGE	UNITED FOOD & COMM. WORKERS
C E NATCO LTD	CALGARY	BOILERMAKERS
CANADA CEMENT LAFARGE LTD	EXSHAW	BOILERMAKERS
CANADA PACKERS	RED DEER	UNITED FOOD & COMM. WORKERS
CANADA PACKERS	LETHBRIDGE	UNITED FOOD & COMM. WORKERS
CANADA PACKERS LIMITED	CALGARY	UNITED FOOD & COMM. WORKERS
CANADA PACKERS POULTRY	EDMONTON	UNITED FOOD & COMM. WORKERS
CANADIAN FOREST PRODUCTS LTD	HIGH LEVEL	WOODWORKERS
CANADIAN OCCIDENTAL PETROLEUM LTD	BALZAC	ENERGY & CHEMICAL WORKERS
CANBRA FOODS LTD	LETHBRIDGE	UNITED FOOD & COMM. WORKERS
CARLING O'KEEFE BREWERIES OF CANADA LTD	CALGARY	RETAIL WHOLESALE UNION
CDN FOREST PRODUCTS (G.P. LUMBER)	GRANDE PRAIRIE	NORTH CDN FOREST EMPL ASSOC
CDN FOREST PRODUCTS (G.P. PLYWOOD)	GRANDE PRAIRIE	WOODWORKERS
CELANESE CANADA LIMITED	EDMONTON	ENERGY & CHEMICAL WORKERS
CENTENNIAL PACKERS LIMITED	CALGARY	UNITED FOOD & COMM. WORKERS
CHAMPION FOREST PRODUCTS (ALBERTA) LTD	HINTON	WOODWORKERS
CHAMPION FOREST PRODUCTS (ALBERTA) LTD.	HINTON	CANADIAN PAPERWORKERS
CIL INC	EDMONTON	ENERGY & CHEMICAL WORKERS
COCA-COLA LTD	EDMONTON	RETAIL WHOLESALE UNION
COMINCO LTD	CALGARY	MULTI-UNION
CONSOLIDATED CONCRETE LIMITED	EDMONTON	OPERATING ENGINEERS
CUSTOM STRUCTURES	SPRUCE GROVE	CARPENTERS
DOMGLAS INC.	REDCLIFF	GLASSWORKERS
DOMTAR CHEMICALS GROUP(WOOD PRESERVING)	EDMONTON	TEAMSTERS
DVORKIN MEAT PACKERS LTD	CALGARY	UNITED FOOD & COMM. WORKERS
EDMONTON GRAPHIC INDUSTRIES ASSOCIATION	EDMONTON	GRAPHIC COMMUNICATIONS
EMPRESS FOODS LTD	TABER	OPERATING ENGINEERS
FEDERATED CO-OPERATIVES LIMITED	EDMONTON	TEAMSTERS
FIBERGLAS CANADA LIMITED	EDMONTON	ENERGY & CHEMICAL WORKERS
FLETCHER'S FINE FOODS LTD	RED DEER	UNITED FOOD & COMM. WORKERS
GAINERS LIMITED (RED MEAT)	EDMONTON	UNITED FOOD & COMM. WORKERS

MANUFACTURING

GENSTAR CEMENT LTD	EDMONTON & CADOMIN	BOILERMAKERS
GOODYEAR CANADA INC	MEDICINE HAT	RUBBER WORKERS
GREAT NORTHERN APPAREL INC	EDMONTON	GARMENT WORKERS
I-XL INDUSTRIES LTD	MEDICINE HAT RED CLIFF	GLASSWORKERS
IKO INDUSTRIES LIMITED	CALGARY	ENERGY & CHEMICAL WORKERS
INTERPROVINCIAL STEEL & PIPE CORP	RED DEER	IRON WORKERS
IPSCO INC	CALGARY	STEELWORKERS
IPSCO LTD	EDMONTON	STEELWORKERS
KAWNEER CO CANADA LTD	LETHBRIDGE	IRON WORKERS
LABATT'S ALBERTA BREWERY	EDMONTON	RETAIL WHOLESALE UNION
LILYDALE CO-OPERATIVE LIMITED	EDMONTON	UNITED FOOD & COMM. WORKERS
LILYDALE CO-OPERATIVE LIMITED	LETHBRIDGE	UNITED FOOD & COMM. WORKERS
LUCERNE FOODS LTD	CALGARY	UNITED FOOD & COMM. WORKERS
MCCOY BROS LTD	EDMONTON	MCCOY BROS EMPL ASSOC
MCGAVIN TOASTMASTER LIMITED	EDMONTON	BAKERY WORKERS
MONTAGNE MEATS-DIV ALTA BEEF PROCESS	CALGARY	MONTAGNE MEATS EMPLOYEE ASSOCI
NORTHERN ALTA DAIRY POOL (COUNTRY BR)	PROVINCE-WIDE	ALTA BRWD DAIRY EMPLOYEES
NORTHERN ALTA DAIRY POOL (EDM)	EDMONTON	ALTA BRWD DAIRY EMPLOYEES
NORTHERN STEEL GROUP LTD PARTNERSHIP	EDMONTON	IRON WORKERS
NORTHWEST INDUSTRIES LIMITED	EDMONTON	MACHINISTS
OLD DUTCH FOODS LTD	CALGARY	UNITED FOOD & COMM. WORKERS
PALM DAIRIES LTD	INTERCITY	TEAMSTERS
PALM DAIRIES LTD	EDMONTON	TEAMSTERS
PELICAN SPRUCE MILLS LTD	EDSON	PELICAN SPRUCE MILLS EMPLOYEE
PETRO-CANADA PRODUCTS COMPANY	EDMONTON	ENERGY & CHEMICAL WORKERS
PINECREST FOODS LIMITED	CALGARY	UNITED FOOD & COMM. WORKERS
PROCOR LTD-SULPHUR SERVICES DIV	CALGARY	ENERGY & CHEMICAL WORKERS
PRUDENTIAL STEEL & CARDINAL TUBE CTNGS	CALGARY	STEELWORKERS
REGENT HOME SYSTEMS INC	LETHBRIDGE	WOODWORKERS
SHERRITT GORDON MINES LTD	FORT SASKATCHEWAN	ENERGY & CHEMICAL WORKERS
SICKS' LETHBRIDGE BREWERY LIMITED	LETHBRIDGE	UNITED FOOD & COMM. WORKERS
STEEL COMPANY OF CANADA LIMITED (STEEL)	EDMONTON	STEELWORKERS
TRAVELAIRE TRAILER CANADA LTD	RED DEER	WOODWORKERS
WESTERN CANADA STEEL CALGARY DIVISION	CALGARY	STEELWORKERS
WESTERN CO-OPERATIVE FERTILIZERS LTD	CALGARY	ENERGY & CHEMICAL WORKERS
WHITE STAG/PARKER SPORTSWEAR	EDMONTON	LADIES' GARMENT WORKERS
XL BEEF-DIV ALBERTA BEEF PROCESSORS	CALGARY	XL BEEF EMPL ASSOC

ZEIDLER FOREST INDUSTRIES LTD	EDMONTON	WOODWORKERS

CONSTRUCTION

ALBERTA CRANE OWNERS ASSOCIATION	PROVINCE-WIDE	OPERATING ENGINEERS
ALBERTA ROADBUILDERS ASSOCIATION	PROVINCE-WIDE	OPERATING ENGINEERS
ASSOCIATED-KELLOGG LTD	EDMONTON & MILDRED LAKE	MULTI-UNION
BOILERMAKERS CONTRACTORS ASSOCIATION	PROVINCE-WIDE	BOILERMAKERS
CATALYTIC MAINTENANCE-DOW CHEMICAL	FORT SASKATCHEWAN	MULTI-UNION
CATALYTIC MAINTENANCE-SHELL SCOTFORD	FORT SASKATCHEWAN	MULTI-UNION
CATALYTIC MAINTENANCE-SUNCOR INC.	TAR ISLAND	MULTI-UNION
CATALYTIC MAINTENANCE-SYNCRUDE	MILDRED LAKE	MULTI-UNION
CLR-BRICKLAYERS TRADE DIV	PROVINCE-WIDE	BRICKLAYERS
CLR-IRONWORKERS (REINFORCING) TRADE DV	PROVINCE-WIDE	IRON WORKERS
CLR-IRONWORKERS (STRUCTURAL) TRADE DIV	PROVINCE-WIDE	IRON WORKERS
CLR-OPERATING ENGINEERS TRADE DIV	PROVINCE-WIDE	OPERATING ENGINEERS
EDMONTON PAINTING CONTRACTORS	INTERCITY	PAINTERS & GLAZIERS
ELECTRICAL CONTRACTORS ASSOC OF ALTA	PROVINCE-WIDE	ELECTRICAL WORKERS
FOSTER WHEELER LTD (MAIN. SUNCOR)	TAR ISLAND	MULTI-UNION
GLAZIERS CALGARY (JOB SITE)	CALGARY	PAINTERS & GLAZIERS
GLAZIERS EDMONTON (JOB SITE)	EDMONTON	PAINTERS & GLAZIERS
MAINTENANCE AGREEMENT - S. ALTA	INTER-CITY	CARPENTERS
PIPELINE CONTRACTORS ASSN-MAINLINE	PROVINCE-WIDE	LABOURERS
PIPELINE CONTRACTORS ASSN-MAINLINE	PROVINCE-WIDE	PLUMBERS
PIPELINE CONTRACTORS ASSN-MAINLINE	PROVINCE-WIDE	TEAMSTERS
SIDEWALK&CURBS CONTRACTORS MASTER	CALGARY	LABOURERS
SPARROW ELECTRIC CO LTD	INTERCITY	SPARROW ELECT EMPL ASSOC
SPARTAN PERSONNEL & MAINTENANCE	PINCHER CREEK	MINE WORKERS
SYNCRUDE MAINTENANCE MASTER	MILDRED LAKE	LABOURERS
TILE TERRAZZO MARBLE ASSOC S ALBERTA	INTERCITY	BRICKLAYERS

TRANSPORTATION, COMMUNICATION AND UTILITIES

ACCESS ALBERTA	PROVINCE WIDE	ELECTRICAL WORKERS
AGT-CLERICAL	PROVINCE-WIDE	ELECTRICAL WORKERS
AGT-CRAFT & SERVICE	PROVINCE-WIDE	ELECTRICAL WORKERS
AGT-TRAFFIC	PROVINCE-WIDE	ELECTRICAL WORKERS
ALBERTA POWER LIMITED	PROVINCE-WIDE	ALTA POWER EMPL ASSOC
CALGARY, THE CITY OF	CALGARY	AMALGAMATED TRANSIT
CALGARY, THE CITY OF (AMBULANCE)	CALGARY	AMBULANCE PERSONNEL ASSOC
CALGARY,THE CITY OF	CALGARY	ELECTRICAL WORKERS
CANADIAN WESTERN NATURAL GAS COLTDPLANT	CALGARY & LETHBRIDGE	NATURAL GAS EMPL WELF ASSOC
CANADIAN WESTERN NATURAL GASCOLTDOFFICE	CALGARY & LETHBRIDGE	NATURAL GAS EMPL WELF ASSOC
EDMONTON AMBULANCE AUTHORITY	EDMONTON	EDM AMBUL AUTH EMPL ASSOC
EDMONTON,THE CITY OF (POWER UNIT)	EDMONTON	ELECTRICAL WORKERS
EDMONTON,THE CITY OF (TRANSIT)	EDMONTON	AMALGAMATED TRANSIT
EDMONTON,THE CITY OF (TELEPHONES)	EDMONTON	ELECTRICAL WORKERS
GREY GOOSE BUS LINES (ALBERTA) LTD	CALGARY	RAILWAY WORKERS
GRIMSHAW TRUCKING & DISTRIBUTING LTD	EDMONTON	TEAMSTERS
ICG UTILITIES (ALBERTA) LTD	PROVINCE-WIDE	ENERGY & CHEMICAL WORKERS
MACDONALD'S CONSOLIDATED LTD	CALGARY	TEAMSTERS
MACDONALDS CONSOLIDATED	EDMONTON	UNITED FOOD & COMM. WORKERS
NORTHWESTERN UTILITIES LIMITED (OFFICE)	PROVINCE-WIDE	NATURAL GAS EMPL BEN ASSOC
NORTHWESTERN UTILITIES LIMITED (PLANT)	PROVINCE-WIDE	NATURAL GAS EMPL BEN ASSOC
TEAMSTER MASTER AGREEMENT	EDMONTON	TEAMSTERS
TRANSALTA UTILITIES CORP	PROVINCE-WIDE	TRANSALTA EMPL ASSOC
TRANSALTA UTILITIES CORP	WABAMUN & SEBA BEACH	ELECTRICAL WORKERS

TRADE

ALBERTA BREWERS AGENTS LIMITED	EDMONTON	RETAIL WHOLESALE UNION
ALBERTA BREWERS AGENTS LTD	INTERCITY	RETAIL WHOLESALE UNION
ALBERTA LIQUOR CONTROL BOARD	PROVINCE-WIDE	A. U. P. E.
BOOTS DRUG STORES (WESTERN) LTD	INTERCITY	UNITED FOOD & COMM. WORKERS
CALGARY CO-OP ASSOC LTD	CALGARY	CALCO CLUB
CANADA SAFEWAY & FOOD FOR LESS	CALGARY	UNITED FOOD & COMM. WORKERS
CANADA SAFEWAY & FOOD FOR LESS	EDMONTON	UNITED FOOD & COMM. WORKERS
CANADA SAFEWAY LIMITED	MEDICINE HAT	UNITED FOOD & COMM. WORKERS
CANADA SAFEWAY LIMITED	EDMONTON	UNITED FOOD & COMM. WORKERS
CANADA SAFEWAY LIMITED	CALGARY	UNITED FOOD & COMM. WORKERS
CANADA SAFEWAY LIMITED	LETHBRIDGE	UNITED FOOD & COMM. WORKERS
CANADA SAFEWAY-NORTHERN ALBERTA	INTER CITY	UNITED FOOD & COMM. WORKERS
EDMONTON CO-OPERATIVE ASSOCIATION LTD	EDMONTON	UNITED FOOD & COMM. WORKERS
EDMONTON MOTORS LIMITED	EDMONTON	EDM MOTORS LTD EMPL ASSOC
FEDERATED CO-OPERATIVE LTD	CALGARY	TEAMSTERS
FOOD FOR LESS	EDMONTON	UNITED FOOD & COMM. WORKERS
FOOD FOR LESS	CALGARY	UNITED FOOD & COMM. WORKERS
HORNE & PITFIELD FOODS LIMITED	EDMONTON	UNITED FOOD & COMM. WORKERS
MEDICINE HAT CO-OP LIMITED	MEDICINE HAT	UNITED FOOD & COMM. WORKERS
R ANGUS ALBERTA LIMITED	PROVINCE-WIDE	HEAVY EQUIPMENT TRADES
SUPERSTORE	EDMONTON	UNITED FOOD & COMM. WORKERS
UNION TRACTOR LTD	EDMONTON	UNION TRACTOR EMPL UNION
WESTERN GROCERS DIV OF WESTFAIR FOODS	EDMONTON	TEAMSTERS

ALBERTA CANCER BOARD	INTERCITY	STAFF NURSES, ALTA CANCER
ALBERTA CANCER BOARD	INTERCITY	A. U. P. E.
ALBERTA CANCER BOARD (PARA TECH)	INTERCITY	HEALTH SCIENCE ASSOCIATION
ALBERTA CHILDRENS PROV GEN HOSPITAL	CALGARY	UNITED NURSES OF ALBERTA
ALBERTA FOOD & HOUSING CONTRACTORS	PROVINCE WIDE	HOTEL & RESTAURANT EMPL
ALBERTA HOSPITAL (EDM)	EDMONTON	A. U. P. E.
ALBERTA HOSPITAL (EDM) (AUX NURS)	EDMONTON	A. U. P. E.
ALBERTA HOSPITAL (EDM) (SS)	EDMONTON	A. U. P. E.
ALBERTA HOSPITAL ASSN PARAMEDIC TECH	PROVINCE-WIDE	HEALTH SCIENCE ASSOCIATION
ALBERTA HOSPITAL ASSOC PARAMEDIC PROF.	PROVINCE-WIDE	HEALTH SCIENCE ASSOCIATION
ALBERTA HOSPITAL ASSOCIATION	PROVINCE-WIDE	AARNA
ALBERTA HOSPITAL ASSOCIATION	PROVINCE-WIDE	UNITED NURSES OF ALBERTA
ALBERTA HOSPITAL ASSOCIATION	PROVINCE-WIDE	C. U. P. E.
ALTA CHILDRENS PROV GEN HOSP PARA TECH	CALGARY	HEALTH SCIENCE ASSOCIATION
ATHABASCA UNIVERSITY (SUPPORT STAFF)	ATHABASCA	A. U. P. E.
CALGARY GENERAL HOSPITAL BOARD	CALGARY	C. U. P. E.
CALGARY LOCAL BOARD OF HEALTH	CALGARY	STAFF NURSES, CALG LOC BD
CALGARY LOCAL BOARD OF HEALTH	CALGARY	C. U. P. E.
CALGARY PUBLIC LIBRARY BOARD	CALGARY	C. U. P. E.
CALGARY RC SEPARATE SCHOOL DISTRICT # 1	CALGARY	C. U. P. E.
CALGARY SCHOOL DISTRICT NO 19	CALGARY	SCH SUPP STAFF, CALGARY #19
CALGARY SCHOOL DISTRICT NO 19	CALGARY	C. U. P. E.
CARA OPERATIONS (AIRLINE SERVICE DIV)	CALGARY	TEAMSTERS
CENTRAL PARK LODGES OF CANADA	EDMONTON	C. U. P. E.
CP HOTELS LTD-HOTEL PALLISER(MAIN GROUP	CALGARY	RAILWAY WORKERS
EDMONTON GENERAL HOSPITAL	EDMONTON	ALTA HOSP EA, EDM GENERAL
EDMONTON LOCAL BOARD OF HEALTH	EDMONTON	CIVIC SERVICE UNION
EDMONTON LOCAL BOARD OF HEALTH	EDMONTON	STAFF NURSES, EDM LOC BD
EDMONTON PUBLIC LIBRARY BOARD	EDMONTON	CIVIC SERVICE UNION
EDMONTON RCSSD NO 7	EDMONTON	SCH SUPP STAFF, EDM RCSSD #7
EDMONTON RCSSD NO 7	EDMONTON	C. U. P. E.
EDMONTON SCHOOL DISTRICT NO 7	EDMONTON	SCH SUPP STAFF, EDM PDS #7
EDMONTON SCHOOL DISTRICT NO 7	EDMONTON	C. U. P. E.
EDMONTON SCHOOL DISTRICT NO 7	EDMONTON	C. U. P. E.
EXTENDICARE	LETHBRIDGE & FORT MCLEOD	C. U. P. E.
FOOTHILLS PROVINCIAL GENERAL HOSPITAL	CALGARY	UNITED NURSES OF ALBERTA
FOOTHILLS PROVINCIAL GENERAL HOSPITAL	CALGARY	A. U. P. E.

FOOTHILLS PROVINCIAL HOSP PARA TECH	CALGARY	HEALTH SCIENCE ASSOCIATION
FOOTHILLS SCHOOL DIVISION NO.38	BLACKIE	SCH SUPP STAFF,FOOTHILLS
FORT MCMURRAY SCHOOL DISTRICT NO 2833	FORT MCMURRAY	C. U. P. E.
GLENBOW-ALBERTA INSTITUTE	CALGARY	C. U. P. E.
GLENROSE PROVINCIAL GENERAL HOSPITAL	EDMONTON	AARNA
GLENROSE PROVINCIAL GENERAL HOSPITAL	EDMONTON	UNITED NURSES OF ALBERTA
GLENROSE PROVINCIAL GENERAL HOSPITAL	EDMONTON	A. U. P. E.
GLENROSE REHABILITATION HOSP PARA PROF	EDMONTON	HEALTH SCIENCE ASSOCIATION
GRANDE PRAIRIE REGIONAL COLLEGE (SS)	GRANDE PRAIRIE	G.P. REG. COLL. EMPL ASSOC
GRANDE PRAIRIE SCHOOL DISTRICT NO 2357	GRANDE PRAIRIE	SCH SUPP STAFF, GP SD #2357
GRANT MACEWAN COMMUNITY COLLEGE	EDMONTON	GRANT MACEWAN NON-ACADEMIC
HEALTH UNIT ASSOCIATION OF ALBERTA (7)	INTER-CITY	UNITED NURSES OF ALBERTA
HIGH RIVER HOSPITAL & NH DISTRICT #11	HIGH RIVER	HIGH RIVER GH & NH SUPP STAFF
JASPER PARK LODGE	JASPER	RAILWAY WORKERS
KEYANO COLLEGE (SUPPORT STAFF)	FORT MCMURRAY	C. U. P. E.
LAKELAND COLLEGE (SUPPORT STAFF)	VERMILLION	A. U. P. E.
MEDICINE HAT COLLEGE (SUPPORT STAFF)	MEDICINE HAT	A. U. P. E.
MEDICINE HAT SCHOOL DISTRICT NO 76	MEDICINE HAT	C. U. P. E.
MENTAL HEALTH HOSP PONOKA-AIDES/SUP SF	PONOKA	A. U. P. E.
MENTAL HEALTH HOSPITAL BOARD PONOKA	PONOKA	A. U. P. E.
METRO-EDMONTON HOSPITAL (CAMSELL)	EDMONTON	ALTA HOSP EA, C CAMSELL GEN
MOUNT ROYAL COLLEGE (SUPPORT STAFF)	CALGARY	MT ROYAL COLL SUPP STAFF
NAIT (SUPPORT STAFF)	EDMONTON	A. U. P. E.
NB COOK (CHINOOKBRENTWOODSOUTHWOOD NH)	CALGARY	C. U. P. E.
NON-DESTRUCTIVE TESTING COMPANIES	PROVINCE WIDE	MULTI-UNION
OLDS COLLEGE (SUPPORT STAFF)	OLDS	A. U. P. E.
RESEARCH COUNCIL OF ALBERTA	EDMONTON	A. U. P. E.
ROYAL ALEXANDRA HOSPITAL	EDMONTON	ALTA HOSP EA, ROYAL ALEX.
ROYAL ALEXANDRA HOSPITAL	EDMONTON	A. U. P. E.
ROYAL ALEXANDRA HOSPITAL,THE	EDMONTON	UNITED NURSES OF ALBERTA
SAIT (SUPPORT STAFF)	CALGARY	A. U. P. E.
SERPATHCO SERV(CAL MED LABS PARA TECH)	CALGARY	HEALTH SCIENCE ASSOCIATION
ST ALBERT PROTESTANT SSD NO 6	ST ALBERT	C. U. P. E.
UNIVERSITY HOSPITAL	EDMONTON	STAFF NURSES, U OF A HOSP
UNIVERSITY HOSPITAL PARAMEDIC TECH	EDMONTON	HEALTH SCIENCE ASSOCIATION
UNIVERSITY HOSPITAL-PARAMEDIC PROFF	EDMONTON	HEALTH SCIENCE ASSOCIATION
UNIVERSITY OF ALBERTA HOSPITAL	EDMONTON	A. U. P. E.

UNIVERSITY OF ALBERTA (SUPPORT STAFF)	EDMONTON	U OF A NON ACAD STAFF ASSOC
UNIVERSITY OF ALBERTA HOSPITAL	EDMONTON	AARNA
UNIVERSITY OF ALBERTA STUDENTS' UNION	EDMONTON	C. U. P. E.
UNIVERSITY OF CALGARY (SUPPORT STAFF)	CALGARY	A. U. P. E.
UNIVERSITY OF LETHBRIDGE (SUPP STAFF)	LETHBRIDGE	A. U. P. E.
VS SERVICES LTD	RED DEER	A. U. P. E.
VS SERVICES LTD (MASTER)	INTERCITY	C. U. P. E.
YELLOWHEAD SCHOOL DIVISION NO 12	EDSON	C. U. P. E.

ALBERTA MORTGAGE & HOUSING CORP	EDMONTON	A. U. P. E.
ALTA ALCOHOL & DRUG ABUSE COMMISSION	EDMONTON	A. U. P. E.
ALTA GOVT-ADMIN & PROGRAM SUPPORT	PROVINCE-WIDE	A. U. P. E.
ALTA GOVT-ADMIN & SUPPORT	PROVINCE-WIDE	A. U. P. E.
ALTA GOVT-CORRECTIONAL & REGULATORY	PROVINCE-WIDE	A. U. P. E.
ALTA GOVT-EDUCATIONAL SERVICES	PROVINCE-WIDE	A. U. P. E.
ALTA GOVT-GENERAL & FIELD SUPPORT	PROVINCE-WIDE	A. U. P. E.
ALTA GOVT-HEALTH & THERAPY	PROVINCE-WIDE	A. U. P. E.
ALTA GOVT-INSTITUTIONAL&PATIENT SER	PROVINCE-WIDE	A. U. P. E.
ALTA GOVT-MEDICAL & REHABILITATION	PROVINCE-WIDE	A. U. P. E.
ALTA GOVT-NATURAL RESOURCES	PROVINCE-WIDE	A. U. P. E.
ALTA GOVT-SOCIAL SERVICES	PROVINCE-WIDE	A. U. P. E.
ALTA GOVT-TECHNICAL SERVICES	PROVINCE-WIDE	A. U. P. E.
ALTA GOVT-TRADES & RELATED SERVICES	PROVINCE-WIDE	A. U. P. E.
CALGARY THE CITY OF	CALGARY	POLICE ASSOC, CALGARY
CALGARY, THE CITY OF	CALGARY	C. U. P. E.
CALGARY, THE CITY OF	CALGARY	C. U. P. E.
CALGARY,THE CITY OF	CALGARY	FIREFIGHTERS
CALGARY,THE CITY OF	CALGARY	C. U. P. E.
EDMONTON, THE CITY OF	EDMONTON	POLICE ASSOC, EDMONTON
EDMONTON, THE CITY OF	EDMONTON	FIREFIGHTERS
EDMONTON, THE CITY OF	EDMONTON	C. U. P. E.
EDMONTON,THE CITY OF	EDMONTON	CIVIC SERVICE UNION
FORT MCMURRAY CITY	FORT MCMURRAY	C. U. P. E.
GRANDE PRAIRIE,THE CITY OF	GRANDE PRAIRIE	C. U. P. E.
LETHBRIDGE CITY OF (INSIDE/OUTSIDE)	LETHBRIDGE	C. U. P. E.
LETHBRIDGE, THE CITY OF	LETHBRIDGE	FIREFIGHTERS
MEDICINE HAT,THE CITY OF	MEDICINE HAT	C. U. P. E.
PARKLAND NO 31 - PUBLIC WORKS	PARKLAND COUNTY	PARKLAND CNTY EMPL ASSOC
RED DEER, THE CITY OF	RED DEER	C. U. P. E.